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1987-88 administrative compensation survey

CUPA

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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1987-88 administrative compensation survey

CUPA

By

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February 1988

1987–88 ADMINISTRATIVE COMPENSATION SURVEY
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1233 Twentieth St. N.W., Suite 503, Washington, DC 20036
International Standard Book No. 0-910402-28-0

ACKNOWLEDGMENTS

The *1987–88 Administrative Compensation Survey* report is a result of the commitment of the CUPA Board of Directors to serve the membership of CUPA and the higher education community. Under the direction of the Council on Classification and Direct Compensation, chaired by John M. Toller, this report is intended to become increasingly useful by providing salary data consistent with the needs of higher education.

Credit for developing and producing this report is shared with the staff of the University of Pittsburgh's NASA Industrial Applications Center (NIAC). We are indebted to NIAC for the manner in which it handles the data and for the promptness and care that it provides to CUPA "Special Study" users. The Center has conducted data processing and retrieval for the survey since 1977. Staff at the University of Pittsburgh who deserve special recognition are:

Data Entry and Verification	Peggy Hockswender
Systems and Operations	K. Wayne Albitz
Project Manager	Jan P. Miller

Finally, special recognition and appreciation are given to the CUPA national office staff, who, as always, play a significant role in all aspects of producing the Survey report. A listing of members of the CUPA Board of Directors, the Council on Classification and Direct Compensation, and national office staff appears on the inside back cover of this year's report.

Richard C. Creal
Executive Director

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8	Universities	Public	5,000 or less	Unspecified
9	Universities	Public	5,001–10,000	Unspecified
10	Universities	Public	10,001–18,000	Unspecified
11	Universities	Public	18,001 or more	Unspecified
12	Universities	Private	2,000 or less	Unspecified
13	Universities	Private	2,001–4,000	Unspecified
14	Universities	Private	4,001–7,000	Unspecified
15	Universities	Private	7,001 or more	Unspecified
16	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
17	4-Year Colleges	Public	2,000 or less	Unspecified
18	4-Year Colleges	Public	2,001–3,000	Unspecified
19	4-Year Colleges	Public	3,001–4,000	Unspecified
20	4-Year Colleges	Public	4,001 or more	Unspecified
21	4-Year Colleges	Private	600 or less	Unspecified
22	4-Year Colleges	Private	601–1,000	Unspecified
23	4-Year Colleges	Private	1,001–1,600	Unspecified
24	4-Year Colleges	Private	1,601 or more	Unspecified
25	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
26	2-Year Colleges	Public	1,300 or less	Unspecified
27	2-Year Colleges	Public	1,301–2,400	Unspecified
28	2-Year Colleges	Public	2,401–4,700	Unspecified
29	2-Year Colleges	Public	4,701 or more	Unspecified
30	2-Year Colleges	Private	300 or less	Unspecified
31	2-Year Colleges	Private	301–450	Unspecified
32	2-Year Colleges	Private	451–800	Unspecified
33	2-Year Colleges	Private	801 or more	Unspecified
34	Universities	Public	Unspecified	$29 million or less
35	Universities	Public	Unspecified	$29.1–$61 million
36	Universities	Public	Unspecified	$61.1–$169 million
37	Universities	Public	Unspecified	$169.1 million or more
38	Universities	Private	Unspecified	$21 million or less
39	Universities	Private	Unspecified	$21.1–$34 million
40	Universities	Private	Unspecified	$34.1–$83 million
41	Universities	Private	Unspecified	$83.1 million or more

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(Continued)

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43	4-Year Colleges	Public	Unspecified	$9.1–$15 million
44	4-Year Colleges	Public	Unspecified	$15.1–$24 million
45	4-Year Colleges	Public	Unspecified	$24.1 million or more
46	4-Year Colleges	Private	Unspecified	$6 million or less
47	4-Year Colleges	Private	Unspecified	$6.1–$9 million
48	4-Year Colleges	Private	Unspecified	$9.1–$15 million
49	4-Year Colleges	Private	Unspecified	$15.1 million or more
50	2-Year Colleges	Public	Unspecified	$5 million or less
51	2-Year Colleges	Public	Unspecified	$5.1–$9 million
52	2-Year Colleges	Public	Unspecified	$9.1–$18 million
53	2-Year Colleges	Public	Unspecified	$18.1 million or more
54	2-Year Colleges	Private	Unspecified	$2 million or less
55	2-Year Colleges	Private	Unspecified	$2.1–$3 million
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57	2-Year Colleges	Private	Unspecified	$5.1 million or more

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INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most current salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential that we manage this investment in the most effective manner possible. To meet that objective, the *1987–88 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their pay plans and plan their compensation budgets appropriately.

The *1987–88 Administrative Compensation Survey* marks the eleventh year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of those positions common to most higher education institutions. This year's survey reports data on 100 first-line (primary) positions and 65 second-line (secondary) positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of both collecting data and presenting the results. Major enhancements to the 1987-88 survey include (1) combining all 165 positions (primary and secondary) in each table and renumbering the positions; (2) including summary graphic displays; (3) dividing the enrollment and budget tables by quartiles for all institutional classifications; and (4) revising table displays to improve the readability of data.

An additional service of the survey is the opportunity to utilize Special Study Reports tailored to specific institutional objectives. This year, Special Study capabilities have been expanded. The types of Special Study Reports are listed in Section IV, p. xii, Special Study Information.

CUPA believes that annual refinements in the survey better serve the needs of higher education. To that end suggestions for improvement are welcomed. With each annual survey we learn more about higher education's growing need for salary information and invite your suggestions for improved collection and reporting of salary data.

I. 1987–88 SURVEY

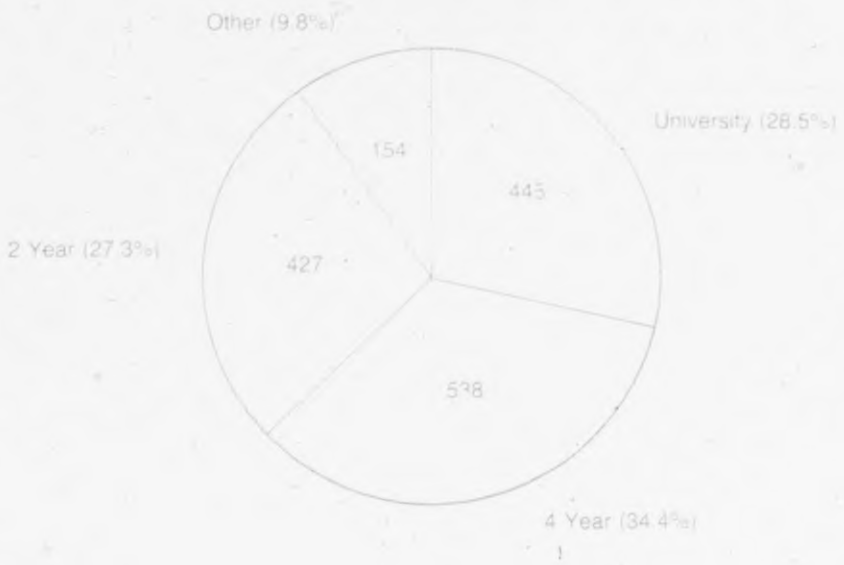
RESPONDENTS

Survey questionnaires were sent to approximately 3,200 higher education institutions, of which 1,564 responded. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of financial support (public and private), system affiliation, state residence, and response to the primary and secondary salary requests.

The *1987–88 Administrative Compensation Survey* combines the listings of survey data on all positions primary and secondary on all tables. The original request for collecting information on secondary positions was initiated by the Interassociation Management Related Group (IMRG), an informal consortium of some 25 administrative associations serving higher education. This 1987–88 survey marks the fourth year that CUPA has collected secondary position data, with 1984–85 serving as the base-line year for measuring future salary changes. Further analysis of secondary position information, together with information on primary positions, is available through Special Study Reports (see Appendix E, "Special Study Order Form").

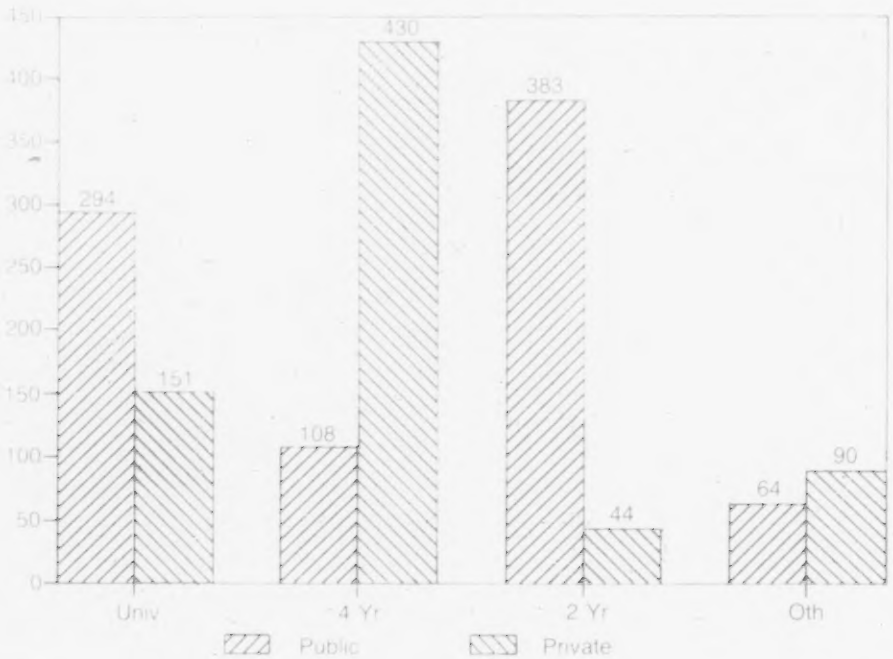
87–88 Survey Respondents

(By Institutional Class)



87–88 Survey Respondents

(By Source of Support)



SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been conducted. The survey questionnaire, along with a letter inviting participation, was sent to Presidents of higher education institutions from a mailing list provided to CUPA by the Center for Statistics of the U.S. Department of Education. A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Repondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the fall of 1987.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1987–88.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position:

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.
- The FIRST QUARTILE (Q1 on Tables) divides salaries *below* the median into two segments of 25% each; or 25% of responses are lower than the First Quartile and 75% of responses are higher.
- The THIRD QUARTILE (Q3 on the Tables) divides salaries *above* the median into two segments of 25% each; or 25% of responses are higher than the Third Quartile and 75% are lower.
- Q1 and Q3, therefore, mark the interquartile range; half of all salaries—the middle 50 percent—fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

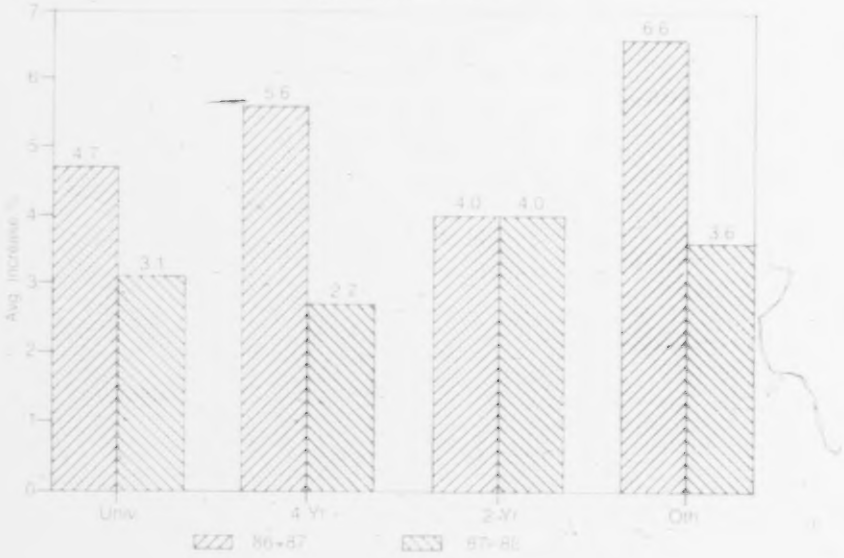
III. SALARY SURVEY COMMENTS
(Primary Positions only: Positions 101.0–522.0)

SALARY INCREASES

For positions surveyed in 1986–87 and 1987–88, weighted averages of median salaries increased by the following percentages:

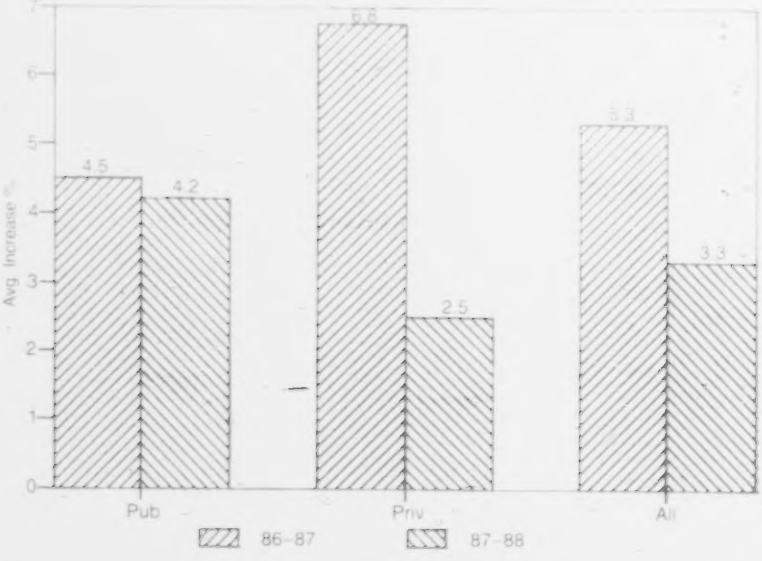
87–88 Salary Comparison

(By Institutional Class)



87–88 Salary Comparison

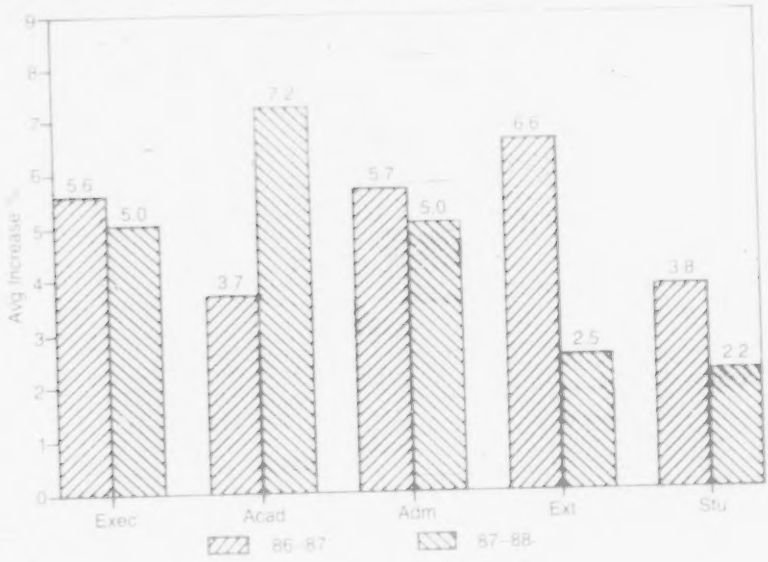
(By Source of Support)



Within different families of the Survey's Primary positions (executive, academic, administrative, external affairs, and student services), weighted averages of median salaries in all institutions increased as follows:

87–88 Salary Comparison

(By Job Family)



REPORTING RELATIONSHIP

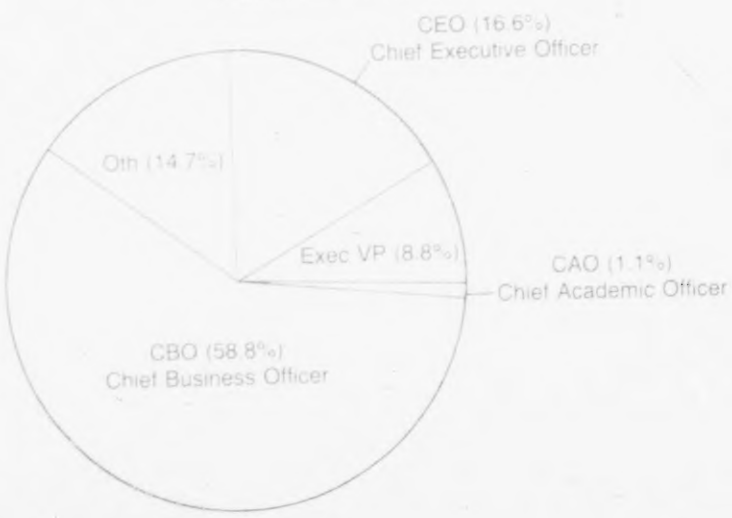
Information on the reporting relationship of each position is collected each year as part of the survey. Due to the complexity of summarizing this data for all positions, reporting relationship information is available only through Special Study Requests (see Appendix E).

The analysis of the 1987–88 reporting relationship data for Position 306.0 (Chief Personnel/Human Resources Officer) reveals no significant change in distribution from the 1986–87 survey. Responses from all institutions indicate the following reporting relationship frequency for this position:

Reporting Relationship—Position 306.0, Chief Personnel/Human Resources Officer

87–88 Reporting Relationship

(Chief Personnel Officer)



PROMOTION/TRANSFER VS. OUTSIDE HIRE

Tables 58 and 59 compare median salaries and years of service of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired externally ("outside hire"), according to budget size. Incumbents are fairly evenly divided between the hiring pool sources. Institutions reporting showed virtually no difference in salaries for inside and outside hires.

COMPARISON: NONMINORITIES AND MINORITIES

Median salaries and years of service in institutions for nonminority and minority incumbents are displayed in Tables 60 and 61, according to budget size. Minority salaries at institutions above the budget median averaged 12 percent lower than nonminority salaries, while years of service of minorities averaged 7.5 percent lower than those of nonminorities. At institutions below the budget median, minority salaries averaged 10.4 percent lower than those of nonminorities, while years of service of minorities averaged 8.6 percent lower than those of nonminorities.

COMPARISON: MALES AND FEMALES

Tables 62 and 63 display median salaries and years of service of male and female incumbents in institutions, according to budget size. As a grouping, female salaries are lower with the weighted average differential between medians among all institutions at 37 percent. Average years of service of females in their current positions, at institutions below the median, are 24 percent lower than those of male incumbents. Average years of service of females in their current positions, at institutions above the budget median, are 33 percent lower than those of male incumbents.

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each survey position is tabulated on Table 71. The mean (arithmetic average) salary for all institutions is displayed at the bottom of each column in the Table.

COMPARISON: MEAN AND MEDIAN

Table 64 contrasts mean and median salaries for all institutions.

IV. SPECIAL STUDY INFORMATION

Tables 1 to 71 summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the survey questionnaire may be used to delimit the desired information—singly or in any combination. Furthermore, Special Studies can now cover ten consecutive survey years (1978–79, 1979–80, 1980–81, 1981–82, 1982–83, 1983–84, 1984–85, 1985–86, 1986–87, and 1987–88). (Note: Survey years 1978–79 and 1979–80 are not listed on the Special Order Form because Job Titles were significantly changed, beginning with survey year 1980–81. Special Studies for survey years 1978–79 and 1979–80 may be requested using the same form.) Secondary Special Studies data is available for 1984–85, 1985–86, 1986–87, and 1987–88.

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Median Salary Display with Interquartile Data (see Table 1).

2. Median Years-of-Service Display with Interquartile Data (same display format as Table 1, but includes years-of-service data. Salary data not included.)

3. Distribution of Salaries Display (see Table 7).

4. Percent of CEO Salary Display.

5. Minority/Nonminority Comparison Display (see Tables 60 and 61).

6. Internal/External Hire Comparison Display (see Tables 58 and 59).

7. Male/Female Comparison Display (see Tables 62 and 63).

8. Reporting Relationship Frequency Display and Histograms.

9. Listing of Individual Salaries by Position.

A study of type 1 or 2 must be ordered along with any comparison display.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA national office staff at (202) 429-0311.

The Special Study Order Form included with this report provides further details on how to order a Special Study or obtain additional information (see Appendix E).

V. SALARY COMPARISON WORKSHEET

As part of the 1987–88 survey report a sample Salary Comparison Worksheet has been included (see Appendix F). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage ratio for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through the CUPA national office. Questions regarding the worksheet may be directed to any of the Classification and Direct Compensation Council members listed in the inside back cover.

Cautionary Note: The General Tables (1–6) should be used only to obtain a broad overview of administrative salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page xii).

Table 1

ALL INSTITUTIONS SUMMARY

CLASSIFICATION: Not specified. **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 1,970
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $12,969,434 **CASES SELECTED:** 1,564

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$85,000	$70,000	$105,000	129
101.1	Assistant to the President, System	$50,000	$36,199	$61,000	73
102.0	Chief Executive Officer, Single Institution	$74,483	$61,832	$90,000	1352
102.1	Assistant to the President, Single Institution	$40,340	$30,073	$50,787	591
103.0	Executive Vice President	$62,000	$51,500	$80,000	300
ACADEMIC					
201.0	Chief Academic Officer	$56,816	$46,130	$70,300	1420
201.1	Director, Conferences	$32,338	$25,000	$40,000	198
202.0	Chief Health Professions Officer	$67,500	$42,900	$110,200	101
203.0	Director, Library Services	$38,375	$29,660	$49,440	1236
203.1	Circulation Librarian	$24,203	$19,230	$30,000	505
203.2	Acquisitions Librarian	$27,400	$22,078	$33,400	522
203.3	Technical Services Librarian	$27,774	$22,062	$35,000	667
203.4	Public Services Librarian	$30,000	$23,808	$38,019	415
203.5	Reference Librarian	$25,885	$21,328	$32,017	708
204.0	Director, Institutional Research	$40,000	$33,200	$49,030	549
204.1	Associate Director, Institutional Research	$34,400	$30,098	$41,865	119
205.0	Director, Educational Media Services	$30,300	$23,575	$40,000	546
206.0	Director, Learning Resources Center	$34,496	$26,380	$43,030	490
207.0	Director, International Studies Education	$40,500	$29,904	$56,268	158
208.0	Director, Computer Center Operations/Academic	$39,514	$31,572	$49,743	446
208.1	Associate Director, Computer Center Operations/Academic	$37,000	$28,706	$46,741	178
209.0	Administrator, Grants and Contracts	$41,240	$31,140	$52,400	451
210.0	Dean, Architecture	$70,000	$60,120	$79,860	70
211.0	Dean, Agriculture	$71,016	$54,590	$83,496	89
212.0	Dean, Arts and Letters	$51,474	$42,150	$65,984	110
213.0	Dean, Arts and Sciences	$58,863	$48,200	$70,599	419
214.0	Dean, Business	$57,081	$43,306	$71,500	651
215.0	Dean, Communications	$50,560	$36,135	$65,975	96
216.0	Dean, Continuing Education	$45,157	$37,170	$55,490	573
217.0	Dean, Dentistry	$96,900	$77,000	$108,487	53
218.0	Dean, Education	$57,486	$45,700	$69,000	419
219.0	Dean, Engineering	$74,076	$54,120	$88,742	264
220.0	Dean, Experimental Programs	$43,207	$35,440	$66,625	16
221.0	Dean, Extension	$47,710	$36,291	$65,290	94
222.0	Dean, Fine Arts	$52,289	$40,031	$65,000	190
223.0	Dean, Graduate Programs	$59,360	$48,474	$73,150	366
224.0	Dean, Health-Related Professions	$52,000	$40,476	$62,600	234
225.0	Dean, Home Economics	$60,000	$50,352	$73,600	53
226.0	Dean, Humanities	$44,766	$34,775	$56,633	219
227.0	Dean, Instruction	$48,302	$42,961	$53,919	50
228.0	Dean, Law	$95,000	$82,110	$106,800	125
229.0	Dean, Library and Information Sciences	$55,500	$49,338	$65,000	69
230.0	Dean, Mathematics	$42,899	$33,986	$53,354	104
231.0	Dean, Medicine	$120,000	$101,023	$155,875	70
232.0	Dean, Music	$54,090	$38,400	$70,200	72
233.0	Dean, Nursing	$52,558	$39,483	$67,255	290
234.0	Dean, Occupational Studies/Vocational Education/Technology	$47,258	$39,078	$54,475	239
235.0	Dean, Pharmacy	$77,500	$66,396	$90,500	55
236.0	Dean, Public Health	$94,200	$68,000	$110,260	17
237.0	Dean, Sciences	$47,702	$36,960	$60,720	271
238.0	Dean, Social Sciences	$44,612	$34,612	$56,333	214
239.0	Dean, Social Work	$66,150	$54,600	$78,720	71
240.0	Dean, Special Programs	$40,136	$32,055	$49,924	108
241.0	Dean, Undergraduate Programs	$52,000	$41,665	$64,400	87
242.0	Dean, Veterinary Medicine	$86,000	$76,896	$95,000	26
ADMINISTRATIVE					
301.0	Chief Business Officer	$53,400	$43,266	$67,300	1403
301.1	Director, Health and Safety	$36,750	$29,736	$47,600	177
301.2	Director, Telecommunications	$36,725	$28,860	$49,376	275
302.0	Chief Planning Officer	$52,330	$41,445	$63,060	222
303.0	Chief Budgeting Officer	$46,559	$37,800	$56,064	442
303.1	Associate Budget Director	$36,869	$28,161	$45,960	199
304.0	Chief Planning and Budget Officer	$55,500	$46,899	$68,000	98
305.0	General Counsel	$58,422	$48,960	$71,448	184
305.1	Associate General Counsel	$46,000	$35,659	$58,300	78
306.0	Chief Personnel/Human Resources Officer	$41,564	$32,011	$53,081	735
306.1	Associate Director, Personnel/Human Resources	$33,966	$26,358	$44,000	295
306.2	Manager, Benefits	$27,684	$22,850	$36,119	317
306.3	Manager, Training and Development	$32,436	$27,180	$40,140	153
306.4	Manager, Employee Relations	$34,023	$26,500	$41,000	80
306.5	Manager, Labor Relations	$40,600	$37,896	$50,400	55
306.6	Manager, Employment	$27,635	$23,300	$36,708	234
306.7	Manager, Wage and Salary/Manager, Compensation	$32,000	$25,605	$38,460	176
306.8	Manager, Personnel Information Systems	$31,000	$24,358	$41,000	105
307.0	Director, Affirmative Action/Equal Employment	$41,167	$33,414	$48,075	327
307.1	Associate Director, Affirmative Action/Equal Employment	$30,000	$25,500	$35,700	53
308.0	Director, Personnel and Affirmative Action	$35,215	$27,000	$43,400	228
309.0	Director, Computer Center	$42,183	$32,638	$53,492	826
309.1	Associate Director, Computer Center	$36,800	$29,200	$48,144	244
309.2	Data Base Administrator	$37,500	$31,136	$43,742	193
309.3	Systems Analyst I (highest level)	$33,350	$28,313	$38,626	395
309.4	Systems Analyst II (lowest level)	$27,700	$23,359	$31,698	271
309.5	Programmer Analyst I (highest level)	$27,602	$23,500	$32,952	528
309.6	Programmer Analyst II (lowest level)	$22,555	$19,531	$26,169	440
310.0	Director, Computer Center Operations/Administrative	$39,945	$31,500	$50,700	316
310.1	Associate Director, Computer Center Operations/Administrative	$38,132	$29,075	$47,484	154
311.0	Director, Information Systems	$47,300	$37,782	$57,320	242
312.0	Chief, Physical Plant/Facilities Management Officer	$39,700	$31,344	$49,436	1209

Table 1

ALL INSTITUTIONS SUMMARY (continued)

POS	TITLE	MED	Q1	Q3	N
312.1	Associate Director, Physical Plant/Facilities Management	$34,172	$27,269	$43,500	502
312.2	Manager, Landscape and Grounds	$25,841	$21,043	$31,500	540
312.3	Manager, Building and Maintenance Trades	$29,328	$25,100	$36,000	466
312.4	Manager, Technical Trades	$31,128	$26,000	$37,087	184
312.5	Manager, Custodial Services	$25,400	$20,600	$30,708	599
312.6	Manager, Power Plant	$32,700	$27,488	$38,934	268
313.0	Comptroller	$41,000	$33,000	$51,500	839
313.1	Manager, Payroll	$25,798	$20,020	$33,000	578
314.0	Director, Accounting	$33,800	$26,847	$42,500	584
314.1	Staff Accountant (highest level)	$24,997	$21,112	$29,646	503
314.2	Staff Accountant (lowest level)	$20,050	$17,000	$23,000	391
315.0	Bursar	$31,023	$23,929	$39,000	372
315.1	Associate Bursar	$26,800	$21,250	$31,500	104
316.0	Director, Purchasing	$32,466	$26,000	$40,505	749
316.1	Associate Director, Purchasing	$29,304	$22,428	$36,216	222
317.0	Director, Bookstore	$23,990	$18,000	$31,231	846
317.1	Associate Director, Bookstore	$21,750	$16,740	$27,623	171
318.0	Director, Internal Audit	$39,595	$31,925	$47,836	316
319.0	Director, Auxiliary Services	$40,900	$32,325	$50,803	338
319.1	Manager, Mail Services	$19,500	$14,809	$24,200	433
320.0	Director, Campus Security	$30,000	$23,000	$38,790	858
321.0	Director, Risk Management and Insurance	$42,575	$32,689	$48,800	128
322.0	Administrator, Hospital Medical Center	$96,200	$64,763	$122,750	52
322.1	Director, Medical Center Public Relations/Affairs	$47,096	$40,976	$60,000	50
322.2	Director, Medical Center Personnel	$48,750	$37,000	$55,125	28
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$49,500	$39,431	$62,000	874
401.1	Director, Annual Giving	$30,576	$25,000	$37,029	443
401.2	Director, Corporate/Foundation Relations	$36,136	$30,000	$44,770	286
401.3	Coordinator, Resource Development	$25,608	$21,520	$33,638	164
401.4	Director, Estate Planning	$39,200	$31,320	$50,000	146
402.0	Chief Public Relations Officer	$35,000	$26,847	$46,700	754
402.1	Director, Governmental/Legislative Relations	$57,048	$46,200	$65,800	112
403.0	Chief Development and Public Relations Officer	$55,020	$38,681	$71,500	215
404.0	Director, Alumni Affairs	$29,500	$23,200	$37,404	772
405.0	Director, Development and Alumni Affairs	$38,567	$32,083	$47,705	130
406.0	Director, Special and Deferred Gifts	$36,400	$28,428	$44,781	200
407.0	Director, Church Relations	$26,899	$22,000	$35,136	100
408.0	Director, Community Services	$36,552	$29,400	$44,535	215
409.0	Director, Publications	$30,275	$24,700	$37,750	444
409.1	Associate Director, Publications	$23,664	$19,000	$29,793	119
409.2	Manager, Printing Services	$26,979	$20,750	$34,000	432
410.0	Director, Information Office	$31,261	$24,000	$40,782	416
411.0	Director, News Bureau	$28,000	$23,000	$34,047	245
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$47,158	$37,500	$58,510	1339
502.0	Director, Admissions	$36,813	$29,577	$45,000	1022
502.1	Associate Director, Admissions	$27,620	$22,350	$33,480	546
502.2	Assistant Director, Admissions	$21,330	$18,500	$26,775	562
503.0	Director, Admissions and Registrar	$41,789	$33,742	$48,975	260
504.0	Registrar	$33,325	$26,125	$41,711	1126
504.1	Associate Registrar	$29,283	$22,568	$37,036	306
504.2	Assistant Registrar	$23,023	$18,813	$27,885	426
505.0	Director, Admissions and Financial Aid	$42,901	$33,060	$49,000	158
506.0	Director, Student Financial Aid	$32,232	$25,268	$39,600	1289
506.1	Associate Director, Student Financial Aid	$24,486	$20,000	$30,716	568
507.0	Director, Food Services	$32,500	$25,600	$40,590	356
507.1	Associate Director, Food Services	$28,774	$21,000	$34,050	147
508.0	Director, Student Housing	$28,663	$21,500	$36,750	650
508.1	Associate Director, Student Housing	$26,500	$20,000	$33,955	222
508.2	Housing Officer/Administrative Operations	$29,000	$22,515	$34,400	106
508.3	Housing Officer/Residence Life	$22,100	$17,140	$29,414	260
508.4	Housing Officer/Family Housing	$27,894	$21,170	$33,362	52
509.0	Director, Housing and Food Service	$48,360	$37,536	$60,400	48
510.0	Director, Foreign Students	$29,917	$23,929	$36,696	257
511.0	Director, Student Union	$34,125	$26,350	$41,767	351
511.1	Associate Director, Student Union	$27,900	$23,000	$34,900	130
511.2	Student Union Business Manager	$27,835	$23,712	$32,000	78
512.0	Director, Student Activities	$27,316	$21,100	$35,719	755
513.0	Director, Student Placement	$30,000	$24,100	$38,000	911
514.0	Director, Student Counseling	$34,800	$27,134	$42,900	891
514.1	Associate Director, Student Counseling	$30,648	$22,620	$36,988	181
515.0	Director, Student Health Services (Physician Administrator)	$63,326	$37,586	$78,750	287
516.0	Director, Student Health Services (Nurse Administrator)	$23,666	$18,533	$28,960	525
517.0	Chaplain	$26,600	$21,500	$32,800	312
518.0	Director, Athletics	$41,234	$31,500	$51,511	903
519.0	Director, Sports Information	$23,712	$19,931	$29,629	445
520.0	Director, Athletics/Men	$41,900	$33,280	$47,981	76
521.0	Director, Athletics/Women	$32,860	$24,881	$40,987	157
522.0	Director, Campus Recreation/Intramurals	$27,857	$21,428	$35,865	380

Table 2

MEDICAL SCHOOLS AND CENTERS

CLASSIFICATION: Med Schl/Cntr **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 915
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $53,979,080 **CASES SELECTED:** 31

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$112,350	$100,364	$160,000	26
102.1	Assistant to the President, Single Institution	$47,740	$41,763	$53,212	18
103.0	Executive Vice President	$85,000	$72,800	$100,000	11
ACADEMIC					
201.0	Chief Academic Officer	$109,200	$88,000	$140,520	22
202.0	Chief Health Professions Officer	$67,500	$67,392	$74,983	6
203.0	Director, Library Services	$54,700	$44,940	$59,500	26
203.1	Circulation Librarian	$21,010	$18,599	$28,000	8
203.2	Acquisitions Librarian	$26,373	$24,926	$31,657	9
203.3	Technical Services Librarian	$27,510	$20,600	$34,493	16
203.4	Public Services Librarian	$30,116	$27,318	$37,404	11
203.5	Reference Librarian	$24,510	$21,896	$26,300	14
204.0	Director, Institutional Research	$40,090	$37,000	$59,132	8
205.0	Director, Educational Media Services	$41,953	$35,600	$58,464	10
206.0	Director, Learning Resources Center	$57,000	$47,352	$60,308	9
208.0	Director, Computer Center Operations/Academic	$58,225	$45,613	$61,800	5
208.1	Associate Director, Computer Center Operations/Academic	$49,650	$47,775	$50,934	5
209.0	Administrator, Grants and Contracts	$50,508	$39,397	$65,100	18
216.0	Dean, Continuing Education	$49,600	$41,200	$50,000	5
217.0	Dean, Dentistry	$86,700	$77,000	$94,000	11
223.0	Dean, Graduate Programs	$82,005	$66,150	$96,000	14
224.0	Dean, Health-Related Professions	$70,875	$56,928	$78,882	11
231.0	Dean, Medicine	$104,000	$99,500	$115,416	12
233.0	Dean, Nursing	$74,000	$69,475	$78,626	14
235.0	Dean, Pharmacy	$77,250	$77,000	$82,315	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$75,600	$56,784	$100,000	23
301.1	Director, Health and Safety	$41,194	$32,340	$50,508	11
301.2	Director, Telecommunications	$35,175	$28,296	$48,800	12
302.0	Chief Planning Officer	$77,562	$51,393	$88,399	8
303.0	Chief Budgeting Officer	$54,600	$42,939	$58,300	20
303.1	Associate Budget Director	$42,740	$29,500	$45,000	10
305.0	General Counsel	$54,500	$46,640	$85,000	11
305.1	Associate General Counsel	$42,840	$42,500	$63,300	6
306.0	Chief Personnel/Human Resources Officer	$52,000	$46,350	$63,600	22
306.1	Associate Director, Personnel/Human Resources	$40,158	$32,400	$45,763	16
306.2	Manager, Benefits	$30,490	$28,000	$36,000	17
306.3	Manager, Training and Development	$42,000	$28,323	$47,064	10
306.4	Manager, Employee Relations	$34,674	$25,147	$41,328	8
306.6	Manager, Employment	$31,620	$25,800	$33,803	16
306.7	Manager, Wage and Salary/Manager, Compensation	$30,700	$25,605	$34,627	13
306.8	Manager, Personnel Information Systems	$41,000	$22,880	$44,100	8
307.0	Director, Affirmative Action/Equal Employment	$45,320	$42,348	$48,300	13
307.1	Associate Director, Affirmative Action/Equal Employment	$24,456	$23,308	$35,700	6
308.0	Director, Personnel and Affirmative Action	$46,200	$39,000	$50,000	5
309.0	Director, Computer Center	$56,335	$47,289	$62,600	20
309.1	Associate Director, Computer Center	$47,750	$40,000	$53,433	12
309.2	Data Base Administrator	$37,500	$31,284	$43,575	8
309.3	Systems Analyst I (highest level)	$39,000	$30,818	$46,750	10
309.4	Systems Analyst II (lowest level)	$27,000	$25,500	$32,285	10
309.5	Programmer Analyst I (highest level)	$29,907	$26,821	$34,467	14
309.6	Programmer Analyst II (lowest level)	$25,040	$23,141	$27,603	15
310.0	Director, Computer Center Operations/Administrative	$50,342	$43,260	$59,850	6
311.0	Director, Information Systems	$58,500	$45,224	$70,864	10
312.0	Chief, Physical Plant/Facilities Management Officer	$55,000	$45,820	$62,579	27
312.1	Associate Director, Physical Plant/Facilities Management	$43,115	$[illegible],000	$51,089	18
312.2	Manager, Landscape and Grounds	$27,040	$19,910	$29,870	12
312.3	Manager, Building and Maintenance Trades	$34,500	$30,119	$41,450	14
312.4	Manager, Technical Trades	$36,431	$34,500	$39,700	11
312.5	Manager, Custodial Services	$30,155	$25,794	$35,000	14
312.6	Manager, Power Plant	$28,500	$23,439	$31,665	8
313.0	Comptroller	$54,522	$46,350	$56,180	17
313.1	Manager, Payroll	$32,388	$28,000	$38,887	25
314.0	Director, Accounting	$41,388	$35,272	$50,060	21
314.1	Staff Accountant (highest level)	$27,776	$24,170	$34,000	19
314.2	Staff Accountant (lowest level)	$20,795	$18,533	$24,465	15
315.0	Bursar	$30,670	$27,271	$44,436	7
316.0	Director, Purchasing	$39,287	$33,852	$43,663	27
316.1	Associate Director, Purchasing	$31,875	$28,500	$35,114	11
317.0	Director, Bookstore	$24,400	$21,250	$31,465	13
318.0	Director, Internal Audit	$42,601	$37,000	$47,836	15
319.0	Director, Auxiliary Services	$44,601	$42,180	$51,750	13
319.1	Manager, Mail Services	$25,368	$19,345	$27,663	15
320.0	Director, Campus Security	$35,074	$30,624	$41,049	24
321.0	Director, Risk Management and Insurance	$43,852	$43,430	$49,126	10
322.0	Administrator, Hospital Medical Center	$87,709	$76,500	$114,214	13
322.1	Director, Medical Center Public Relations/Affairs	$54,828	$37,643	$65,011	11
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$61,963	$57,000	$75,780	17
401.1	Director, Annual Giving	$39,568	$30,000	$48,073	7
402.0	Chief Public Relations Officer	$45,012	$35,385	$51,416	11
402.1	Director, Governmental/Legislative Relations	$45,766	$43,504	$52,000	6
404.0	Director, Alumni Affairs	$33,400	$30,775	$42,933	14
409.2	Manager, Printing Services	$35,000	$29,400	$37,600	15
410.0	Director, Information Office	$41,200	$39,640	$43,050	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$58,968	$53,000	$74,162	17
502.0	Director, Admissions	$42,000	$32,597	$45,036	13
502.1	Associate Director, Admissions	$21,202	$19,335	$23,500	5

Table 2

MEDICAL SCHOOLS AND CENTERS (continued)

POS	TITLE	MED	Q1	Q3	N
502.2	Assistant Director, Admissions	$24,563	$19,000	$32,328	7
503.0	Director, Admissions and Registrar	$41,940	$33,846	$48,500	11
504.0	Registrar	$41,652	$29,500	$47,578	13
504.2	Assistant Registrar	$22,708	$21,156	$34,188	6
506.0	Director, Student Financial Aid	$32,720	$29,104	$39,522	23
506.1	Associate Director, Student Financial Aid	$24,394	$21,505	$27,000	7
507.0	Director, Food Services	$41,106	$36,461	$41,870	6
507.1	Associate Director, Food Services	$29,039	$28,700	$31,518	5
512.0	Director, Student Activities	$31,500	$27,725	$36,574	8
514.0	Director, Student Counseling	$36,394	$31,500	$38,300	6
515.0	Director, Student Health Services (Physician Administrator)	$79,000	$77,087	$81,000	9
517.0	Chaplain	$29,232	$25,156	$41,629	7

Table 3

2-YEAR TECHNICAL INSTITUTES

CLASSIFICATION: 2-Yr Tech Ins **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 1,373
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $6,674,600 **CASES SELECTED:** 30

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$67,600	$61,965	$73,000	5
102.0	Chief Executive Officer, Single Institution	$61,662	$57,600	$70,685	25
102.1	Assistant to the President, Single Institution	$30,060	$21,224	$33,500	8
ACADEMIC					
201.0	Chief Academic Officer	$46,146	$41,000	$52,696	28
203.0	Director, Library Services	$30,792	$26,000	$35,311	18
204.0	Director, Institutional Research	$39,315	$28,170	$46,339	8
205.0	Director, Educational Media Services	$37,476	$26,280	$40,157	8
206.0	Director, Learning Resources Center	$32,508	$26,602	$35,121	12
208.0	Director, Computer Center Operations/Academic	$37,832	$31,924	$38,244	5
209.0	Administrator, Grants and Contracts	$27,263	$25,365	$39,469	6
214.0	Dean, Business	$38,382	$35,874	$42,658	15
216.0	Dean, Continuing Education	$35,600	$33,280	$42,516	16
219.0	Dean, Engineering	$40,638	$39,954	$44,148	9
221.0	Dean, Extension	$30,601	$30,000	$30,777	5
224.0	Dean, Health-Related Professions	$42,283	$36,135	$44,488	10
234.0	Dean, Occupational Studies/Vocational Education/Technology	$42,256	$35,985	$48,074	10
240.0	Dean, Special Programs	$29,988	$29,216	$39,816	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$46,740	$41,410	$52,723	29
303.0	Chief Budgeting Officer	$36,696	$34,596	$45,864	5
306.0	Chief Personnel/Human Resources Officer	$31,212	$25,709	$40,656	13
308.0	Director, Personnel and Affirmative Action	$30,181	$29,128	$40,090	6
309.0	Director, Computer Center	$36,516	$31,817	$38,872	15
309.1	Associate Director, Computer Center	$32,940	$30,632	$40,865	5
309.3	Systems Analyst I (highest level)	$31,248	$25,602	$37,007	7
311.0	Director, Information Systems	$34,569	$31,901	$34,569	5
312.0	Chief, Physical Plant/Facilities Management Officer	$32,696	$28,212	$37,392	20
312.1	Associate Director, Physical Plant/Facilities Management	$28,944	$24,288	$29,424	5
312.3	Manager, Building and Maintenance Trades	$26,085	$21,568	$32,000	9
312.5	Manager, Custodial Services	$25,080	$15,635	$27,106	8
313.0	Comptroller	$33,600	$27,000	$35,700	12
314.0	Director, Accounting	$23,160	$22,092	$28,704	11
314.1	Staff Accountant (highest level)	$23,592	$20,880	$25,596	8
314.2	Staff Accountant (lowest level)	$19,204	$16,800	$19,902	8
316.0	Director, Purchasing	$22,872	$18,798	$31,212	14
317.0	Director, Bookstore	$19,620	$18,396	$24,850	14
319.0	Director, Auxiliary Services	$27,768	$25,780	$31,920	5
320.0	Director, Campus Security	$22,670	$20,760	$25,068	12
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$40,188	$35,524	$46,612	10
402.0	Chief Public Relations Officer	$29,892	$26,500	$36,327	12
408.0	Director, Community Services	$34,596	$30,480	$42,360	9
410.0	Director, Information Office	$28,860	$24,306	$31,577	9
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$37,768	$35,842	$50,244	26
502.0	Director, Admissions	$30,968	$26,392	$34,104	19
502.1	Associate Director, Admissions	$22,179	$19,812	$29,628	6
503.0	Director, Admissions and Registrar	$30,000	$23,604	$32,074	5
504.0	Registrar	$28,488	$22,921	$32,421	17
506.0	Director, Student Financial Aid	$25,500	$22,600	$29,650	27
512.0	Director, Student Activities	$26,080	$25,824	$38,000	10
513.0	Director, Student Placement	$28,992	$25,795	$35,262	18
514.0	Director, Student Counseling	$28,200	$25,745	$34,416	14

Table 4

THEOLOGICAL SEMINARIES

CLASSIFICATION: Theo Seminary **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 200 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $2,367,575 **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$55,214	$46,222	$63,904	36
102.1	Assistant to the President, Single Institution	$27,993	$24,000	$41,400	14
103.0	Executive Vice President	$48,000	$32,152	$52,025	7
ACADEMIC					
201.0	Chief Academic Officer	$40,118	$35,000	$49,078	31
203.0	Director, Library Services	$31,705	$26,575	$34,714	29
203.1	Circulation Librarian	$17,100	$15,600	$18,350	13
203.2	Acquisitions Librarian	$21,504	$19,425	$22,330	5
203.3	Technical Services Librarian	$23,620	$21,000	$25,680	12
203.4	Public Services Librarian	$25,500	$24,000	$28,179	5
203.5	Reference Librarian	$19,163	$16,000	$22,335	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$35,020	$30,000	$43,407	34
309.0	Director, Computer Center	$31,716	$22,102	$37,425	6
312.0	Chief, Physical Plant/Facilities Management Officer	$26,500	$23,373	$29,484	24
313.0	Comptroller	$30,900	$26,532	$35,500	11
314.1	Staff Accountant (highest level)	$22,440	$17,638	$24,000	7
314.2	Staff Accountant (lowest level)	$18,048	$16,530	$20,541	9
317.0	Director, Bookstore	$18,839	$16,100	$23,000	15
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$40,068	$35,000	$46,900	27
401.1	Director, Annual Giving	$32,000	$31,868	$37,000	6
402.0	Chief Public Relations Officer	$26,000	$21,000	$30,900	12
407.0	Director, Church Relations	$23,000	$22,500	$27,000	6
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$34,300	$28,670	$37,500	23
502.0	Director, Admissions	$25,875	$23,000	$27,810	19
503.0	Director, Admissions and Registrar	$31,253	$28,645	$32,550	5
504.0	Registrar	$22,385	$19,685	$29,817	27
506.0	Director, Student Financial Aid	$26,390	$20,400	$33,000	11
507.0	Director, Food Services	$23,250	$18,400	$32,000	10

Table 5

PRIVATE INDEPENDENT INSTITUTIONS

CLASSIFICATION: Not specified. **SOURCE OF SUPPORT:** Private, Ind **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 1,183
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $12,335,324 **CASES SELECTED:** 388.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$75,500	$67,600	$110,000	10
101.1	Assistant to the President, System	$28,613	$18,792	$44,500	8
102.0	Chief Executive Officer, Single Institution	$85,000	$66,821	$107,000	340
102.1	Assistant to the President, Single Institution	$38,000	$29,080	$48,000	174
103.0	Executive Vice President	$66,839	$54,000	$90,000	95
ACADEMIC					
201.0	Chief Academic Officer	$59,000	$45,900	$75,000	333
201.1	Director, Conferences	$29,216	$23,925	$35,450	55
202.0	Chief Health Professions Officer	$74,000	$42,900	$160,000	19
203.0	Director, Library Services	$35,107	$27,930	$46,500	337
203.1	Circulation Librarian	$23,363	$18,487	$29,000	124
203.2	Acquisitions Librarian	$25,840	$21,000	$31,120	135
203.3	Technical Services Librarian	$25,688	$21,037	$31,300	194
203.4	Public Services Librarian	$28,449	$22,300	$35,004	111
203.5	Reference Librarian	$24,266	$19,500	$29,910	192
204.0	Director, Institutional Research	$37,000	$29,750	$47,000	90
204.1	Associate Director, Institutional Research	$29,013	$18,200	$33,750	20
205.0	Director, Educational Media Services	$26,625	$22,000	$32,500	121
206.0	Director, Learning Resources Center	$26,696	$23,464	$34,361	94
207.0	Director, International Studies Education	$33,500	$25,010	$46,666	39
208.0	Director, Computer Center Operations/Academic	$38,400	$29,225	$50,000	139
208.1	Associate Director, Computer Center Operations/Academic	$31,886	$22,990	$40,450	55
209.0	Administrator, Grants and Contracts	$37,035	$28,224	$51,600	93
210.0	Dean, Architecture	$72,000	$57,600	$82,000	15
212.0	Dean, Arts and Letters	$60,444	$42,000	$63,450	9
213.0	Dean, Arts and Sciences	$60,397	$46,500	$74,600	79
214.0	Dean, Business	$61,985	$43,700	$84,000	99
215.0	Dean, Communications	$62,000	$50,560	$65,000	21
216.0	Dean, Continuing Education	$44,000	$33,000	$54,858	101
217.0	Dean, Dentistry	$100,700	$76,125	$122,000	11
218.0	Dean, Education	$49,379	$36,635	$69,700	55
219.0	Dean, Engineering	$77,300	$58,955	$99,000	49
221.0	Dean, Extension	$47,710	$42,000	$65,290	9
222.0	Dean, Fine Arts	$49,500	$38,638	$65,100	29
223.0	Dean, Graduate Programs	$57,780	$43,600	$72,000	73
224.0	Dean, Health-Related Professions	$48,500	$35,250	$62,451	20
225.0	Dean, Home Economics	$65,000	$25,730	$80,000	5
226.0	Dean, Humanities	$37,394	$31,825	$57,245	27
228.0	Dean, Law	$97,125	$88,000	$116,000	40
229.0	Dean, Library and Information Sciences	$65,000	$46,800	$70,000	9
230.0	Dean, Mathematics	$33,600	$29,000	$41,717	12
231.0	Dean, Medicine	$170,000	$120,000	$190,000	17
232.0	Dean, Music	$59,257	$51,500	$77,625	20
233.0	Dean, Nursing	$50,319	$39,100	$73,500	39
234.0	Dean, Occupational Studies/Vocational Education/Technology	$35,600	$24,000	$47,600	12
235.0	Dean, Pharmacy	$68,830	$57,318	$81,465	8
237.0	Dean, Sciences	$40,813	$29,739	$70,620	30
238.0	Dean, Social Sciences	$35,100	$29,411	$47,708	26
239.0	Dean, Social Work	$66,150	$43,200	$81,000	19
240.0	Dean, Special Programs	$39,020	$28,875	$51,675	16
241.0	Dean, Undergraduate Programs	$42,589	$38,522	$60,500	34
ADMINISTRATIVE					
301.0	Chief Business Officer	$56,000	$42,000	$71,100	314
301.1	Director, Health and Safety	$47,475	$25,500	$65,500	27
301.2	Director, Telecommunications	$40,000	$30,818	$53,042	48
302.0	Chief Planning Officer	$51,720	$43,300	$68,400	41
303.0	Chief Budgeting Officer	$47,300	$37,200	$57,250	80
303.1	Associate Budget Director	$35,200	$28,000	$45,500	51
304.0	Chief Planning and Budget Officer	$55,640	$43,000	$72,000	23
305.0	General Counsel	$69,600	$53,400	$89,000	40
305.1	Associate General Counsel	$54,000	$43,500	$64,967	20
306.0	Chief Personnel/Human Resources Officer	$37,000	$28,000	$48,750	181
306.1	Associate Director, Personnel/Human Resources	$28,530	$23,461	$35,351	64
306.2	Manager, Benefits	$27,684	$23,000	$36,450	82
306.3	Manager, Training and Development	$35,000	$27,000	$45,600	24
306.4	Manager, Employee Relations	$32,500	$25,147	$38,000	21
306.5	Manager, Labor Relations	$42,550	$35,310	$54,800	9
306.6	Manager, Employment	$29,064	$22,080	$36,800	59
306.7	Manager, Wage and Salary/Manager, Compensation	$33,000	$26,500	$42,500	34
306.8	Manager, Personnel Information Systems	$31,000	$21,500	$42,500	26
307.0	Director, Affirmative Action/Equal Employment	$42,400	$31,800	$54,000	39
307.1	Associate Director, Affirmative Action/Equal Employment	$30,000	$28,938	$43,862	7
308.0	Director, Personnel and Affirmative Action	$32,250	$25,207	$44,700	47
309.0	Director, Computer Center	$43,500	$34,175	$56,335	179
309.1	Associate Director, Computer Center	$32,300	$25,000	$45,000	58
309.2	Data Base Administrator	$32,181	$25,000	$44,500	42
309.3	Systems Analyst I (highest level)	$32,500	$26,208	$37,150	92
309.4	Systems Analyst II (lowest level)	$25,500	$20,600	$29,441	59
309.5	Programmer Analyst I (highest level)	$27,280	$23,063	$32,350	132
309.6	Programmer Analyst II (lowest level)	$22,500	$19,720	$25,168	108
310.0	Director, Computer Center Operations/Administrative	$38,565	$30,500	$51,500	98
310.1	Associate Director, Computer Center Operations/Administrative	$31,675	$25,500	$38,402	45
311.0	Director, Information Systems	$46,875	$31,775	$58,189	65
312.0	Chief, Physical Plant/Facilities Management Officer	$38,800	$31,500	$49,163	293
312.1	Associate Director, Physical Plant/Facilities Management	$32,448	$26,419	$44,500	123
312.2	Manager, Landscape and Grounds	$26,270	$21,000	$32,075	132
312.3	Manager, Building and Maintenance Trades	$29,400	$24,000	$35,600	110
312.4	Manager, Technical Trades	$31,000	$25,896	$38,850	47
312.5	Manager, Custodial Services	$25,325	$22,000	$30,899	140

Table 5

PRIVATE INDEPENDENT INSTITUTIONS (continued)

POS	TITLE	MED	Q1	Q3	N
312.6	Manager, Power Plant	$33,000	$29,702	$39,900	58
313.0	Comptroller	$40,831	$33,000	$50,000	238
313.1	Manager, Payroll	$24,600	$19,000	$30,450	153
314.0	Director, Accounting	$30,600	$25,000	$40,000	139
314.1	Staff Accountant (highest level)	$24,500	$20,400	$29,177	128
314.2	Staff Accountant (lowest level)	$19,573	$16,640	$22,000	107
315.0	Bursar	$28,063	$22,500	$38,610	110
315.1	Associate Bursar	$25,000	$20,575	$30,108	32
316.0	Director, Purchasing	$31,500	$24,550	$40,000	158
316.1	Associate Director, Purchasing	$29,018	$18,005	$37,000	45
317.0	Director, Bookstore	$21,250	$17,700	$29,065	195
317.1	Associate Director, Bookstore	$19,250	$16,000	$27,141	40
318.0	Director, Internal Audit	$43,655	$34,200	$52,000	56
319.0	Director, Auxiliary Services	$37,400	$29,643	$48,407	73
319.1	Manager, Mail Services	$18,452	$14,290	$22,950	124
320.0	Director, Campus Security	$29,000	$22,194	$36,400	216
321.0	Director, Risk Management and Insurance	$44,000	$32,550	$53,700	36
322.0	Administrator, Hospital Medical Center	$88,140	$47,000	$147,000	12
322.1	Director, Medical Center Public Relations/Affairs	$50,247	$42,164	$60,000	17
322.2	Director, Medical Center Personnel	$42,400	$37,000	$61,400	6
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$54,496	$42,299	$68,000	279
401.1	Director, Annual Giving	$30,500	$24,856	$37,500	200
401.2	Director, Corporate/Foundation Relations	$36,598	$31,296	$44,100	137
401.3	Coordinator, Resource Development	$24,504	$21,000	$32,000	76
401.4	Director, Estate Planning	$41,255	$33,000	$51,775	65
402.0	Chief Public Relations Officer	$35,000	$25,750	$45,000	196
402.1	Director, Governmental/Legislative Relations	$57,059	$47,475	$68,600	28
403.0	Chief Development and Public Relations Officer	$54,600	$39,000	$75,000	55
404.0	Director, Alumni Affairs	$28,875	$22,807	$37,470	259
405.0	Director, Development and Alumni Affairs	$38,648	$31,000	$50,880	35
406.0	Director, Special and Deferred Gifts	$37,450	$29,475	$45,975	76
407.0	Director, Church Relations	$26,700	$20,500	$32,200	28
408.0	Director, Community Services	$35,087	$23,540	$40,540	28
409.0	Director, Publications	$28,080	$23,428	$36,000	147
409.1	Associate Director, Publications	$23,500	$19,000	$31,500	43
409.2	Manager, Printing Services	$24,678	$20,187	$34,400	99
410.0	Director, Information Office	$33,280	$23,500	$40,660	87
411.0	Director, News Bureau	$27,900	$22,000	$36,000	67
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$45,000	$35,299	$55,000	309
502.0	Director, Admissions	$38,100	$31,090	$48,000	299
502.1	Associate Director, Admissions	$26,775	$22,000	$32,650	206
502.2	Assistant Director, Admissions	$20,150	$17,850	$24,000	212
503.0	Director, Admissions and Registrar	$32,130	$24,960	$44,540	20
504.0	Registrar	$30,100	$24,000	$37,500	331
504.1	Associate Registrar	$25,775	$20,800	$30,400	84
504.2	Assistant Registrar	$20,520	$18,100	$25,490	121
505.0	Director, Admissions and Financial Aid	$46,000	$34,500	$54,600	53
506.0	Director, Student Financial Aid	$30,000	$24,326	$38,007	328
506.1	Associate Director, Student Financial Aid	$22,884	$19,060	$27,000	148
507.0	Director, Food Services	$32,800	$26,500	$42,600	84
507.1	Associate Director, Food Services	$27,681	$21,150	$32,080	45
508.0	Director, Student Housing	$25,515	$20,200	$32,604	211
508.1	Associate Director, Student Housing	$22,100	$18,000	$29,829	58
508.2	Housing Officer/Administrative Operations	$27,256	$18,177	$34,250	26
508.3	Housing Officer/Residence Life	$19,200	$16,200	$25,150	86
508.4	Housing Officer/Family Housing	$30,640	$22,716	$32,000	9
509.0	Director, Housing and Food Service	$49,220	$37,000	$62,000	11
510.0	Director, Foreign Students	$27,057	$22,260	$35,000	68
511.0	Director, Student Union	$30,500	$21,500	$35,800	76
511.1	Associate Director, Student Union	$24,873	$19,457	$28,176	25
511.2	Student Union Business Manager	$25,000	$21,794	$32,750	14
512.0	Director, Student Activities	$23,265	$19,500	$29,000	178
513.0	Director, Student Placement	$29,140	$23,427	$36,173	252
514.0	Director, Student Counseling	$31,276	$23,500	$37,920	196
514.1	Associate Director, Student Counseling	$26,500	$21,260	$31,400	49
515.0	Director, Student Health Services (Physician Administrator)	$68,100	$26,000	$81,000	67
516.0	Director, Student Health Services (Nurse Administrator)	$23,666	$18,620	$28,200	161
517.0	Chaplain	$28,025	$22,000	$35,650	125
518.0	Director, Athletics	$38,305	$29,466	$48,000	223
519.0	Director, Sports Information	$21,836	$18,000	$28,000	119
520.0	Director, Athletics/Men	$36,000	$25,200	$47,450	19
521.0	Director, Athletics/Women	$27,192	$21,400	$32,315	43
522.0	Director, Campus Recreation/Intramurals	$25,570	$20,353	$35,774	75

Table 6

PRIVATE RELIGIOUS INSTITUTIONS

CLASSIFICATION: Not specified. **SOURCE OF SUPPORT:** Private, Rel **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 958
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $7,489,000 **CASES SELECTED:** 327.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$57,800	$50,000	$84,000	6
101.1	Assistant to the President, System	$58,920	$33,000	$61,950	5
102.0	Chief Executive Officer, Single Institution	$65,000	$52,800	$80,000	305
102.1	Assistant to the President, Single Institution	$30,000	$23,352	$39,924	106
103.0	Executive Vice President	$49,078	$40,300	$62,500	59
ACADEMIC					
201.0	Chief Academic Officer	$46,000	$38,200	$56,927	313
201.1	Director, Conferences	$25,737	$21,000	$32,000	28
202.0	Chief Health Professions Officer	$40,000	$28,000	$79,310	12
203.0	Director, Library Services	$30,200	$24,819	$36,935	292
203.1	Circulation Librarian	$19,570	$16,500	$24,100	112
203.2	Acquisitions Librarian	$21,200	$17,552	$25,733	96
203.3	Technical Services Librarian	$22,184	$18,778	$26,873	136
203.4	Public Services Librarian	$22,470	$18,000	$26,039	68
203.5	Reference Librarian	$21,496	$18,200	$24,146	155
204.0	Director, Institutional Research	$31,150	$24,000	$38,300	79
205.0	Director, Educational Media Services	$21,600	$18,206	$27,300	112
206.0	Director, Learning Resources Center	$23,000	$18,540	$29,535	80
207.0	Director, International Studies Education	$29,400	$23,400	$35,080	29
208.0	Director, Computer Center Operations/Academic	$33,887	$25,100	$40,839	98
208.1	Associate Director, Computer Center Operations/Academic	$28,706	$22,810	$38,100	33
209.0	Administrator, Grants and Contracts	$32,000	$21,000	$42,000	46
212.0	Dean, Arts and Letters	$49,196	$35,840	$51,792	9
213.0	Dean, Arts and Sciences	$50,174	$40,973	$61,600	57
214.0	Dean, Business	$50,000	$33,700	$64,000	89
215.0	Dean, Communications	$27,300	$24,000	$33,800	12
216.0	Dean, Continuing Education	$37,149	$28,000	$46,000	79
217.0	Dean, Dentistry	$97,480	$88,000	$98,010	5
218.0	Dean, Education	$38,400	$28,500	$50,650	62
219.0	Dean, Engineering	$64,456	$45,235	$80,300	16
221.0	Dean, Extension	$36,000	$22,313	$60,500	7
222.0	Dean, Fine Arts	$33,491	$28,063	$45,500	25
223.0	Dean, Graduate Programs	$42,324	$34,000	$50,300	52
224.0	Dean, Health-Related Professions	$32,101	$29,450	$35,495	7
226.0	Dean, Humanities	$29,939	$26,386	$41,475	41
228.0	Dean, Law	$92,500	$82,110	$104,000	26
230.0	Dean, Mathematics	$30,562	$27,000	$31,452	13
232.0	Dean, Music	$33,455	$26,200	$43,700	24
233.0	Dean, Nursing	$40,453	$36,050	$52,000	46
235.0	Dean, Pharmacy	$67,196	$65,730	$69,000	5
237.0	Dean, Sciences	$32,101	$28,453	$38,400	40
238.0	Dean, Social Sciences	$29,510	$25,970	$35,872	32
239.0	Dean, Social Work	$35,000	$25,000	$43,270	8
240.0	Dean, Special Programs	$33,744	$29,500	$38,764	15
241.0	Dean, Undergraduate Programs	$40,810	$37,500	$44,575	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$44,434	$35,000	$55,700	304
301.2	Director, Telecommunications	$24,667	$19,000	$32,900	33
302.0	Chief Planning Officer	$44,000	$34,150	$60,000	25
303.0	Chief Budgeting Officer	$41,400	$36,054	$50,060	40
303.1	Associate Budget Director	$26,428	$23,050	$37,875	14
304.0	Chief Planning and Budget Officer	$31,600	$26,855	$46,300	10
305.0	General Counsel	$53,655	$49,000	$78,000	7
305.1	Associate General Counsel	$29,000	$27,582	$40,000	6
306.0	Chief Personnel/Human Resources Officer	$33,000	$25,850	$41,900	96
306.1	Associate Director, Personnel/Human Resources	$25,000	$21,000	$30,000	24
306.2	Manager, Benefits	$21,000	$19,000	$25,150	32
306.3	Manager, Training and Development	$25,200	$19,000	$30,288	7
306.6	Manager, Employment	$22,000	$17,026	$28,110	15
306.7	Manager, Wage and Salary/Manager, Compensation	$23,064	$18,666	$30,870	12
307.0	Director, Affirmative Action/Equal Employment	$40,500	$34,470	$43,016	9
308.0	Director, Personnel and Affirmative Action	$25,000	$20,800	$32,374	28
309.0	Director, Computer Center	$30,870	$25,500	$40,000	157
309.1	Associate Director, Computer Center	$23,000	$19,596	$30,500	41
309.2	Data Base Administrator	$31,720	$26,500	$37,350	19
309.3	Systems Analyst I (highest level)	$30,000	$24,300	$35,788	41
309.4	Systems Analyst II (lowest level)	$23,000	$17,784	$26,700	32
309.5	Programmer Analyst I (highest level)	$24,750	$19,350	$29,197	64
309.6	Programmer Analyst II (lowest level)	$19,800	$16,609	$23,163	54
310.0	Director, Computer Center Operations/Administrative	$32,302	$23,800	$40,150	56
310.1	Associate Director, Computer Center Operations/Administrative	$25,192	$19,500	$38,000	19
311.0	Director, Information Systems	$42,200	$27,040	$50,661	26
312.0	Chief, Physical Plant/Facilities Management Officer	$30,450	$25,900	$39,348	236
312.1	Associate Director, Physical Plant/Facilities Management	$26,000	$21,900	$34,650	80
312.2	Manager, Landscape and Grounds	$22,100	$18,750	$26,604	90
312.3	Manager, Building and Maintenance Trades	$26,880	$22,212	$30,500	78
312.4	Manager, Technical Trades	$26,208	$20,964	$34,320	26
312.5	Manager, Custodial Services	$20,300	$17,160	$25,835	104
312.6	Manager, Power Plant	$26,957	$20,842	$38,211	27
313.0	Comptroller	$32,300	$26,498	$41,015	173
313.1	Manager, Payroll	$18,914	$15,600	$23,000	78
314.0	Director, Accounting	$26,500	$20,500	$34,008	93
314.1	Staff Accountant (highest level)	$19,900	$16,400	$24,000	79
314.2	Staff Accountant (lowest level)	$16,505	$14,425	$20,150	57
315.0	Bursar	$26,195	$18,033	$34,271	55
315.1	Associate Bursar	$24,000	$20,301	$27,300	17
316.0	Director, Purchasing	$26,793	$21,401	$34,200	91
316.1	Associate Director, Purchasing	$19,071	$16,663	$26,250	18
317.0	Director, Bookstore	$18,839	$14,700	$24,250	209

Table 6

PRIVATE RELIGIOUS INSTITUTIONS (continued)

POS	TITLE	MED	Q1	Q3	N
317.1	Associate Director, Bookstore	$16,485	$12,000	$21,750	31
318.0	Director, Internal Audit	$33,900	$27,100	$42,240	26
319.0	Director, Auxiliary Services	$31,000	$23,712	$43,500	36
319.1	Manager, Mail Services	$14,300	$12,500	$19,315	91
320.0	Director, Campus Security	$22,200	$17,500	$29,000	154
321.0	Director, Risk Management and Insurance	$37,000	$23,300	$49,540	11
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$41,890	$33,500	$52,650	256
401.1	Director, Annual Giving	$27,540	$24,150	$33,129	124
401.2	Director, Corporate/Foundation Relations	$31,600	$26,000	$40,500	67
401.3	Coordinator, Resource Development	$24,253	$20,000	$28,354	38
401.4	Director, Estate Planning	$35,000	$28,500	$42,668	52
402.0	Chief Public Relations Officer	$27,000	$21,500	$36,000	178
402.1	Director, Governmental/Legislative Relations	$65,000	$32,500	$70,500	5
403.0	Chief Development and Public Relations Officer	$45,000	$32,700	$63,000	46
404.0	Director, Alumni Affairs	$24,500	$20,000	$30,500	221
405.0	Director, Development and Alumni Affairs	$32,000	$24,205	$42,000	24
406.0	Director, Special and Deferred Gifts	$31,800	$26,500	$40,000	73
407.0	Director, Church Relations	$26,621	$22,822	$35,845	70
408.0	Director, Community Services	$25,357	$22,200	$34,000	14
409.0	Director, Publications	$24,200	$19,760	$31,425	82
409.1	Associate Director, Publications	$18,800	$16,685	$23,664	29
409.2	Manager, Printing Services	$18,393	$14,700	$25,080	66
410.0	Director, Information Office	$23,000	$19,000	$27,490	76
411.0	Director, News Bureau	$23,023	$18,400	$28,000	53
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$35,805	$30,000	$43,992	298
502.0	Director, Admissions	$30,000	$25,500	$37,632	252
502.1	Associate Director, Admissions	$23,000	$20,073	$28,200	134
502.2	Assistant Director, Admissions	$19,720	$16,500	$21,600	132
503.0	Director, Admissions and Registrar	$24,000	$20,800	$31,253	12
504.0	Registrar	$28,000	$22,463	$33,446	287
504.1	Associate Registrar	$22,260	$19,200	$28,199	48
504.2	Assistant Registrar	$19,200	$15,600	$22,950	94
505.0	Director, Admissions and Financial Aid	$42,000	$34,500	$47,500	53
506.0	Director, Student Financial Aid	$26,000	$20,500	$32,000	269
506.1	Associate Director, Student Financial Aid	$19,800	$16,830	$23,450	123
507.0	Director, Food Services	$27,349	$22,000	$33,600	78
507.1	Associate Director, Food Services	$19,700	$16,640	$28,513	35
508.0	Director, Student Housing	$21,400	$17,395	$27,000	147
508.1	Associate Director, Student Housing	$19,000	$16,700	$24,300	44
508.2	Housing Officer/Administrative Operations	$17,220	$16,759	$28,750	6
508.3	Housing Officer/Residence Life	$18,176	$13,958	$24,000	59
510.0	Director, Foreign Students	$24,492	$19,600	$28,375	47
511.0	Director, Student Union	$23,100	$20,200	$31,100	54
511.1	Associate Director, Student Union	$20,140	$18,000	$22,485	11
512.0	Director, Student Activities	$21,309	$17,800	$25,270	150
513.0	Director, Student Placement	$24,200	$19,875	$28,500	181
514.0	Director, Student Counseling	$26,500	$22,045	$32,500	173
514.1	Associate Director, Student Counseling	$22,500	$18,672	$27,000	31
515.0	Director, Student Health Services (Physician Administrator)	$25,300	$19,970	$35,242	34
516.0	Director, Student Health Services (Nurse Administrator)	$19,392	$15,768	$22,934	145
517.0	Chaplain	$25,720	$20,717	$31,000	174
518.0	Director, Athletics	$32,400	$26,000	$40,732	214
519.0	Director, Sports Information	$19,500	$16,500	$24,000	90
520.0	Director, Athletics/Men	$33,280	$19,500	$38,476	20
521.0	Director, Athletics/Women	$26,465	$21,500	$32,860	41
522.0	Director, Campus Recreation/Intramurals	$21,878	$17,500	$26,400	69

Table 7

ALL UNIVERSITIES

CLASSIFICATION: University **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 7,100
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $52,804,440 **CASES SELECTED:** 445.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$104,728	$85,000	$117,261	58
101.1	Assistant to the President, System	$56,500	$47,050	$64,688	40
102.0	Chief Executive Officer, Single Institution	$90,000	$77,000	$107,500	360
102.1	Assistant to the President, Single Institution	$47,700	$37,152	$57,000	216
103.0	Executive Vice President	$74,405	$60,696	$90,000	108
ACADEMIC					
201.0	Chief Academic Officer	$75,000	$63,000	$87,999	406
201.1	Director, Conferences	$35,450	$30,146	$43,461	103
202.0	Chief Health Professions Officer	$98,000	$64,400	$135,000	56
203.0	Director, Library Services	$52,044	$41,936	$63,936	385
203.1	Circulation Librarian	$27,500	$21,889	$32,000	248
203.2	Acquisitions Librarian	$30,570	$25,722	$35,810	267
203.3	Technical Services Librarian	$33,117	$27,023	$41,500	269
203.4	Public Services Librarian	$36,384	$29,416	$43,313	191
203.5	Reference Librarian	$29,800	$24,504	$35,057	316
204.0	Director, Institutional Research	$45,000	$37,500	$53,000	250
204.1	Associate Director, Institutional Research	$35,556	$31,650	$44,250	72
205.0	Director, Educational Media Services	$36,500	$28,000	$45,703	213
206.0	Director, Learning Resources Center	$39,168	$29,314	$48,338	126
207.0	Director, International Studies Education	$45,263	$34,800	$59,500	97
208.0	Director, Computer Center Operations/Academic	$48,688	$39,140	$61,618	178
208.1	Associate Director, Computer Center Operations/Academic	$42,000	$33,732	$50,725	105
209.0	Administrator, Grants and Contracts	$47,100	$37,343	$57,420	254
210.0	Dean, Architecture	$72,000	$65,155	$82,000	59
211.0	Dean, Agriculture	$74,530	$59,500	$88,000	71
212.0	Dean, Arts and Letters	$64,620	$56,941	$74,952	55
213.0	Dean, Arts and Sciences	$66,000	$55,964	$77,500	246
214.0	Dean, Business	$68,400	$59,078	$81,500	333
215.0	Dean, Communications	$65,975	$57,350	$82,050	47
216.0	Dean, Continuing Education	$56,550	$46,752	$65,962	201
217.0	Dean, Dentistry	$99,000	$88,000	$108,500	31
218.0	Dean, Education	$61,600	$54,000	$71,760	287
219.0	Dean, Engineering	$80,300	$70,740	$93,600	187
220.0	Dean, Experimental Programs	$66,625	$51,480	$74,220	7
221.0	Dean, Extension	$64,923	$49,140	$74,700	48
222.0	Dean, Fine Arts	$62,500	$52,325	$70,344	101
223.0	Dean, Graduate Programs	$63,696	$53,203	$75,000	259
224.0	Dean, Health-Related Professions	$63,540	$57,538	$72,500	72
225.0	Dean, Home Economics	$66,800	$59,200	$75,000	41
226.0	Dean, Humanities	$62,000	$47,831	$71,556	64
228.0	Dean, Law	$97,000	$85,536	$107,400	113
229.0	Dean, Library and Information Sciences	$58,452	$50,109	$67,400	54
230.0	Dean, Mathematics	$53,354	$43,345	$71,500	19
231.0	Dean, Medicine	$130,000	$102,000	$165,635	51
232.0	Dean, Music	$63,000	$51,850	$79,000	42
233.0	Dean, Nursing	$63,000	$52,000	$74,000	147
234.0	Dean, Occupational Studies/Vocational Education/Technology	$58,986	$52,416	$64,400	45
235.0	Dean, Pharmacy	$77,500	$65,868	$90,500	49
236.0	Dean, Public Health	$94,395	$75,444	$110,260	12
237.0	Dean, Sciences	$69,169	$54,372	$80,814	100
238.0	Dean, Social Sciences	$63,150	$46,500	$79,000	57
239.0	Dean, Social Work	$72,500	$61,252	$81,000	54
240.0	Dean, Special Programs	$45,000	$35,525	$59,000	23
241.0	Dean, Undergraduate Programs	$60,500	$51,984	$68,900	37
242.0	Dean, Veterinary Medicine	$86,000	$76,896	$94,500	24
ADMINISTRATIVE					
301.0	Chief Business Officer	$70,000	$58,000	$81,936	395
301.1	Director, Health and Safety	$37,066	$31,524	$49,100	140
301.2	Director, Telecommunications	$41,700	$32,689	$53,000	183
302.0	Chief Planning Officer	$57,000	$48,195	$68,665	96
303.0	Chief Budgeting Officer	$48,600	$41,000	$60,585	235
303.1	Associate Budget Director	$39,004	$32,160	$47,100	118
304.0	Chief Planning and Budget Officer	$60,629	$52,099	$70,213	64
305.0	General Counsel	$59,804	$50,000	$73,250	131
305.1	Associate General Counsel	$44,148	$35,407	$57,977	63
306.0	Chief Personnel/Human Resources Officer	$46,350	$37,966	$59,850	323
306.1	Associate Director, Personnel/Human Resources	$35,742	$29,105	$44,076	164
306.2	Manager, Benefits	$28,584	$24,078	$37,212	209
306.3	Manager, Training and Development	$32,064	$26,867	$39,084	113
306.4	Manager, Employee Relations	$35,556	$27,900	$42,705	56
306.5	Manager, Labor Relations	$40,600	$37,944	$49,985	47
306.6	Manager, Employment	$28,594	$23,910	$37,356	169
306.7	Manager, Wage and Salary/Manager, Compensation	$32,040	$26,548	$38,000	130
306.8	Manager, Personnel Information Systems	$33,276	$25,125	$40,600	72
307.0	Director, Affirmative Action/Equal Employment	$42,400	$34,000	$50,000	225
307.1	Associate Director, Affirmative Action/Equal Employment	$29,285	$25,922	$36,660	38
308.0	Director, Personnel and Affirmative Action	$37,000	$29,930	$44,899	52
309.0	Director, Computer Center	$53,517	$43,697	$61,755	292
309.1	Associate Director, Computer Center	$45,000	$35,859	$53,500	114
309.2	Data Base Administrator	$39,900	$33,804	$44,646	115
309.3	Systems Analyst I (highest level)	$34,710	$31,100	$39,609	228
309.4	Systems Analyst II (lowest level)	$28,859	$24,584	$32,293	182
309.5	Programmer Analyst I (highest level)	$28,496	$24,810	$34,359	274
309.6	Programmer Analyst II (lowest level)	$22,968	$20,028	$26,000	227
310.0	Director, Computer Center Operations/Administrative	$50,000	$43,150	$56,500	130
310.1	Associate Director, Computer Center Operations/Administrative	$45,598	$37,665	$50,832	85
311.0	Director, Information Systems	$52,000	$44,286	$67,098	116
312.0	Chief, Physical Plant/Facilities Management Officer	$48,991	$41,232	$59,520	398
312.1	Associate Director, Physical Plant/Facilities Management	$40,200	$33,396	$47,205	223

Table 7

ALL UNIVERSITIES (continued)

POS	TITLE	MED	Q1	Q3	N
312.2	Manager, Landscape and Grounds	$28,800	$23,376	$34,612	270
312.3	Manager, Building and Maintenance Trades	$32,652	$27,488	$38,220	238
312.4	Manager, Technical Trades	$33,520	$28,410	$39,408	109
312.5	Manager, Custodial Services	$28,920	$23,990	$33,873	269
312.6	Manager, Power Plant	$34,172	$28,594	$41,495	190
313.0	Comptroller	$50,004	$41,452	$60,050	325
313.1	Manager, Payroll	$29,146	$24,416	$37,200	293
314.0	Director, Accounting	$39,890	$32,400	$46,545	254
314.1	Staff Accountant (highest level)	$26,667	$22,992	$31,050	227
314.2	Staff Accountant (lowest level)	$20,826	$18,250	$23,296	187
315.0	Bursar	$35,004	$28,100	$42,792	193
315.1	Associate Bursar	$29,184	$23,334	$35,009	67
316.0	Director, Purchasing	$37,440	$30,107	$46,000	348
316.1	Associate Director, Purchasing	$31,560	$25,692	$38,508	148
317.0	Director, Bookstore	$32,880	$26,000	$40,128	259
317.1	Associate Director, Bookstore	$25,150	$21,528	$31,677	87
318.0	Director, Internal Audit	$41,800	$33,324	$49,755	224
319.0	Director, Auxiliary Services	$46,716	$38,600	$58,000	169
319.1	Manager, Mail Services	$22,500	$18,720	$26,250	217
320.0	Director, Campus Security	$36,617	$28,710	$45,816	365
321.0	Director, Risk Management and Insurance	$42,905	$36,100	$48,900	97
322.0	Administrator, Hospital Medical Center	$108,156	$55,155	$123,100	35
322.1	Director, Medical Center Public Relations/Affairs	$47,520	$40,976	$60,100	35
322.2	Director, Medical Center Personnel	$48,960	$38,131	$59,613	23
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$61,800	$50,000	$72,030	281
401.1	Director, Annual Giving	$34,400	$27,575	$41,964	188
401.2	Director, Corporate/Foundation Relations	$40,000	$32,024	$50,281	135
401.3	Coordinator, Resource Development	$27,320	$23,480	$35,100	72
401.4	Director, Estate Planning	$42,668	$35,100	$51,845	76
402.0	Chief Public Relations Officer	$45,423	$35,000	$60,000	236
402.1	Director, Governmental/Legislative Relations	$59,400	$47,475	$68,600	91
403.0	Chief Development and Public Relations Officer	$68,799	$56,137	$81,792	100
404.0	Director, Alumni Affairs	$35,659	$30,300	$46,700	313
405.0	Director, Development and Alumni Affairs	$47,475	$40,500	$55,917	42
406.0	Director, Special and Deferred Gifts	$43,699	$35,420	$50,419	92
407.0	Director, Church Relations	$37,000	$24,750	$49,410	23
408.0	Director, Community Services	$38,000	$29,400	$49,900	51
409.0	Director, Publications	$34,529	$28,600	$42,000	229
409.1	Associate Director, Publications	$26,842	$22,790	$32,880	55
409.2	Manager, Printing Services	$30,650	$26,250	$37,000	216
410.0	Director, Information Office	$40,000	$29,553	$49,560	175
411.0	Director, News Bureau	$31,305	$25,000	$36,312	144
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$60,480	$49,550	$70,934	397
502.0	Director, Admissions	$43,666	$35,328	$52,026	329
502.1	Associate Director, Admissions	$32,448	$27,443	$37,060	230
502.2	Assistant Director, Admissions	$24,543	$20,666	$28,846	226
503.0	Director, Admissions and Registrar	$48,504	$41,200	$56,500	79
504.0	Registrar	$41,300	$34,000	$47,880	350
504.1	Associate Registrar	$33,100	$26,600	$38,774	179
504.2	Assistant Registrar	$25,725	$22,000	$29,699	206
505.0	Director, Admissions and Financial Aid	$46,800	$41,604	$62,730	44
506.0	Director, Student Financial Aid	$39,453	$33,421	$45,925	397
506.1	Associate Director, Student Financial Aid	$29,076	$23,882	$33,627	266
507.0	Director, Food Services	$40,426	$34,172	$46,800	141
507.1	Associate Director, Food Services	$32,850	$27,500	$39,031	75
508.0	Director, Student Housing	$35,750	$29,279	$46,872	288
508.1	Associate Director, Student Housing	$30,655	$24,775	$38,028	137
508.2	Housing Officer/Administrative Operations	$31,159	$25,392	$36,550	81
508.3	Housing Officer/Residence Life	$26,220	$21,600	$33,572	141
508.4	Housing Officer/Family Housing	$27,894	$21,684	$33,362	48
509.0	Director, Housing and Food Service	$50,500	$43,968	$62,500	37
510.0	Director, Foreign Students	$31,453	$25,850	$39,350	182
511.0	Director, Student Union	$37,877	$31,140	$45,609	219
511.1	Associate Director, Student Union	$30,295	$25,128	$36,750	96
511.2	Student Union Business Manager	$27,916	$24,673	$32,000	70
512.0	Director, Student Activities	$32,794	$25,575	$39,700	271
513.0	Director, Student Placement	$36,756	$29,784	$44,229	351
514.0	Director, Student Counseling	$40,791	$32,875	$47,020	328
514.1	Associate Director, Student Counseling	$33,768	$27,505	$41,138	102
515.0	Director, Student Health Services (Physician Administrator)	$68,010	$56,221	$80,300	192
516.0	Director, Student Health Services (Nurse Administrator)	$27,222	$22,620	$33,219	174
517.0	Chaplain	$32,340	$27,465	$42,075	70
518.0	Director, Athletics	$55,500	$42,900	$68,256	342
519.0	Director, Sports Information	$25,900	$21,600	$31,825	290
520.0	Director, Athletics/Men	$44,400	$37,903	$54,369	49
521.0	Director, Athletics/Women	$37,884	$32,000	$46,000	102
522.0	Director, Campus Recreation/Intramurals	$31,329	$24,000	$39,200	233

Table 8

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5000 OR LESS

CLASSIFICATION: University SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: Zero thru 5,000 FTE-ENROLLMENT MEDIAN: 2,976
1987/1988 BUDGET RANGE: Not specified 1987/1988 BUDGET MEDIAN: $18,646,374 CASES SELECTED: 69

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$80,000	$72,000	$88,319	5
102.0	Chief Executive Officer, Single Institution	$75,100	$70,000	$84,000	64
102.1	Assistant to the President, Single Institution	$38,592	$34,602	$45,000	24
103.0	Executive Vice President	$58,689	$51,480	$68,784	12
ACADEMIC					
201.0	Chief Academic Officer	$62,004	$52,026	$67,000	65
201.1	Director, Conferences	$29,500	$22,854	$33,138	10
203.0	Director, Library Services	$40,980	$36,625	$46,545	60
203.1	Circulation Librarian	$21,900	$19,230	$29,239	31
203.2	Acquisitions Librarian	$26,300	$23,136	$29,131	34
203.3	Technical Services Librarian	$28,150	$23,800	$31,404	41
203.4	Public Services Librarian	$26,250	$24,495	$32,448	26
203.5	Reference Librarian	$25,884	$21,612	$29,944	47
204.0	Director, Institutional Research	$40,000	$34,128	$48,147	35
205.0	Director, Educational Media Services	$28,000	$22,203	$36,500	31
206.0	Director, Learning Resources Center	$29,416	$25,001	$40,980	19
208.0	Director, Computer Center Operations/Academic	$39,140	$31,641	$40,548	13
208.1	Associate Director, Computer Center Operations/Academic	$29,410	$25,776	$42,216	6
209.0	Administrator, Grants and Contracts	$45,312	$29,701	$52,800	23
211.0	Dean, Agriculture	$46,295	$45,000	$59,000	10
212.0	Dean, Arts and Letters	$44,808	$36,390	$48,100	8
213.0	Dean, Arts and Sciences	$55,980	$49,000	$58,233	33
214.0	Dean, Business	$57,000	$48,485	$60,000	44
215.0	Dean, Communications	$40,000	$36,762	$42,446	5
216.0	Dean, Continuing Education	$45,100	$39,850	$49,900	25
218.0	Dean, Education	$50,000	$44,000	$56,009	41
219.0	Dean, Engineering	$57,861	$42,156	$67,300	11
221.0	Dean, Extension	$47,853	$41,940	$49,140	5
222.0	Dean, Fine Arts	$44,220	$37,080	$55,259	11
223.0	Dean, Graduate Programs	$53,244	$46,005	$60,121	29
224.0	Dean, Health-Related Professions	$56,624	$51,276	$60,705	9
226.0	Dean, Humanities	$51,755	$42,000	$60,528	11
229.0	Dean, Library and Information Sciences	$49,008	$48,288	$50,000	7
230.0	Dean, Mathematics	$49,100	$40,305	$58,515	7
233.0	Dean, Nursing	$56,600	$40,000	$60,637	17
234.0	Dean, Occupational Studies/Vocational Education/Technology	$47,414	$37,716	$52,008	7
237.0	Dean, Sciences	$50,160	$43,345	$67,000	19
238.0	Dean, Social Sciences	$44,152	$30,007	$52,400	12
240.0	Dean, Special Programs	$45,000	$37,231	$53,165	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$58,156	$47,700	$65,037	66
301.1	Director, Health and Safety	$31,900	$29,388	$40,000	6
301.2	Director, Telecommunications	$37,000	$30,024	$50,600	10
302.0	Chief Planning Officer	$54,060	$41,445	$60,361	13
303.0	Chief Budgeting Officer	$41,310	$35,742	$46,000	23
303.1	Associate Budget Director	$39,840	$31,235	$39,698	7
304.0	Chief Planning and Budget Officer	$50,200	$46,000	$52,476	6
305.0	General Counsel	$42,300	$39,220	$57,589	10
306.0	Chief Personnel/Human Resources Officer	$38,400	$29,689	$38,645	37
306.1	Associate Director, Personnel/Human Resources	$28,815	$21,400	$38,325	14
306.2	Manager, Benefits	$25,812	$22,780	$31,493	11
306.3	Manager, Training and Development	$28,594	$26,773	$37,656	5
306.6	Manager, Employment	$26,169	$23,400	$41,760	9
306.7	Manager, Wage and Salary/Manager, Compensation	$29,063	$24,928	$43,646	5
307.0	Director, Affirmative Action/Equal Employment	$33,040	$30,475	$38,000	22
308.0	Director, Personnel and Affirmative Action	$31,452	$27,820	$37,000	16
309.0	Director, Computer Center	$42,000	$36,000	$48,992	53
309.1	Associate Director, Computer Center	$34,939	$31,500	$40,176	15
309.3	Systems Analyst I (highest level)	$30,635	$27,672	$36,000	27
309.4	Systems Analyst II (lowest level)	$26,701	$21,968	$32,368	13
309.5	Programmer Analyst I (highest level)	$25,346	$22,111	$30,045	30
309.6	Programmer Analyst II (lowest level)	$20,000	$17,950	$23,483	24
310.0	Director, Computer Center Operations/Administrative	$36,000	$32,676	$40,250	10
310.1	Associate Director, Computer Center Operations/Administrative	$34,624	$33,163	$36,556	5
311.0	Director, Information Systems	$44,286	$36,400	$48,688	12
312.0	Chief, Physical Plant/Facilities Management Office	$40,841	$36,000	$45,100	65
312.1	Associate Director, Physical Plant/Facilities Management	$31,291	$28,953	$37,710	30
312.2	Manager, Landscape and Grounds	$22,500	$20,688	$28,800	36
312.3	Manager, Building and Maintenance Trades	$25,320	$21,275	$29,767	25
312.4	Manager, Technical Trades	$25,410	$23,087	$26,948	9
312.5	Manager, Custodial Services	$22,757	$19,716	$28,056	38
312.6	Manager, Power Plant	$28,381	$24,311	$35,176	21
313.0	Comptroller	$39,727	$35,742	$48,379	42
313.1	Manager, Payroll	$23,046	$19,000	$26,052	27
314.0	Director, Accounting	$31,200	$28,377	$36,222	28
314.1	Staff Accountant (highest level)	$22,944	$19,129	$28,400	26
314.2	Staff Accountant (lowest level)	$18,900	$15,612	$22,327	19
315.0	Bursar	$26,800	$24,001	$29,709	21
316.0	Director, Purchasing	$28,594	$24,712	$33,444	54
316.1	Associate Director, Purchasing	$24,613	$20,943	$27,200	11
317.0	Director, Bookstore	$22,215	$18,939	$27,359	43
317.1	Associate Director, Bookstore	$19,613	$19,200	$21,500	6
318.0	Director, Internal Audit	$32,860	$30,000	$34,686	13
319.0	Director, Auxiliary Services	$37,370	$34,967	$43,835	16
319.1	Manager, Mail Services	$18,330	$15,120	$21,930	25
320.0	Director, Campus Security	$28,000	$23,952	$36,600	51
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$48,000	$43,639	$52,560	32
401.1	Director, Annual Giving	$37,500	$32,712	$41,000	6

Table 8

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5000 OR LESS (continued)

POS	TITLE	MED	Q1	Q3	N
402.0	Chief Public Relations Officer	$33,000	$27,096	$40,700	28
403.0	Chief Development and Public Relations Officer	$41,240	$38,225	$50,907	6
404.0	Director, Alumni Affairs	$26,820	$23,700	$35,854	33
405.0	Director, Development and Alumni Affairs	$41,400	$40,000	$45,864	9
408.0	Director, Community Services	$31,577	$27,760	$39,300	9
409.0	Director, Publications	$26,500	$24,720	$36,504	10
409.1	Associate Director, Publications	$20,600	$20,000	$21,504	5
409.2	Manager, Printing Services	$24,021	$20,550	$28,620	25
410.0	Director, Information Office	$28,566	$22,872	$38,500	26
411.0	Director, News Bureau	$21,400	$15,843	$25,000	12
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$49,392	$43,858	$55,910	62
502.0	Director, Admissions	$32,950	$30,000	$37,730	47
502.1	Associate Director, Admissions	$28,840	$25,668	$30,119	12
502.2	Assistant Director, Admissions	$20,808	$19,806	$23,920	22
503.0	Director, Admissions and Registrar	$42,033	$35,200	$48,000	20
504.0	Registrar	$34,152	$30,000	$39,535	49
504.1	Associate Registrar	$26,610	$23,000	$30,455	7
504.2	Assistant Registrar	$22,945	$18,972	$25,735	18
505.0	Director, Admissions and Financial Aid	$45,736	$40,000	$46,000	5
506.0	Director, Student Financial Aid	$31,680	$27,442	$35,400	58
506.1	Associate Director, Student Financial Aid	$24,432	$21,509	$29,474	25
507.0	Director, Food Services	$30,732	$29,000	$35,239	9
508.0	Director, Student Housing	$29,480	$21,500	$33,280	32
508.1	Associate Director, Student Housing	$26,191	$23,193	$29,946	11
508.3	Housing Officer/Residence Life	$21,200	$19,109	$24,960	10
510.0	Director, Foreign Students	$28,444	$19,115	$33,000	15
511.0	Director, Student Union	$33,209	$26,006	$36,750	20
511.1	Associate Director, Student Union	$22,203	$20,415	$25,659	8
512.0	Director, Student Activities	$25,375	$20,000	$34,311	42
513.0	Director, Student Placement	$28,498	$21,840	$35,625	48
514.0	Director, Student Counseling	$33,624	$29,360	$38,267	41
514.1	Associate Director, Student Counseling	$22,620	$18,120	$36,448	7
515.0	Director, Student Health Services (Physician Administrator)	$51,000	$26,460	$60,900	15
516.0	Director, Student Health Services (Nurse Administrator)	$22,810	$19,008	$25,608	23
518.0	Director, Athletics	$42,000	$37,865	$47,410	46
519.0	Director, Sports Information	$20,808	$18,500	$22,416	27
522.0	Director, Campus Recreation/Intramurals	$25,000	$21,428	$33,126	26

Table 9

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,001 TO 10,000

CLASSIFICATION: University **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** 5,001 thru 10,000 **FTE-ENROLLMENT MEDIAN:** 7,275
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $42,712,324 **CASES SELECTED:** 88

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$82,100	$75,000	$94,291	83
102.1	Assistant to the President, Single Institution	$45,500	$36,648	$53,964	55
103.0	Executive Vice President	$64,012	$60,000	$72,000	21
ACADEMIC					
201.0	Chief Academic Officer	$72,019	$63,900	$80,720	84
201.1	Director, Conferences	$35,000	$26,520	$42,688	23
203.0	Director, Library Services	$52,000	$47,000	$57,114	78
203.1	Circulation Librarian	$25,176	$22,200	$30,000	57
203.2	Acquisitions Librarian	$30,056	$26,054	$33,704	62
203.3	Technical Services Librarian	$33,117	$29,416	$38,474	57
203.4	Public Services Librarian	$35,808	$31,918	$39,370	49
203.5	Reference Librarian	$30,015	$26,910	$33,576	69
204.0	Director, Institutional Research	$43,050	$37,637	$49,000	56
204.1	Associate Director, Institutional Research	$34,400	$28,422	$38,812	17
205.0	Director, Educational Media Services	$36,438	$32,175	$43,222	39
206.0	Director, Learning Resources Center	$39,585	$32,240	$49,013	26
207.0	Director, International Studies Education	$45,688	$39,609	$56,568	15
208.0	Director, Computer Center Operations/Academic	$43,461	$38,508	$48,812	23
208.1	Associate Director, Computer Center Operations/Academic	$35,279	$33,072	$38,000	17
209.0	Administrator, Grants and Contracts	$43,740	$35,000	$52,003	61
210.0	Dean, Architecture	$72,503	$54,727	$80,814	7
211.0	Dean, Agriculture	$59,500	$57,500	$71,180	16
212.0	Dean, Arts and Letters	$62,808	$56,941	$66,000	15
213.0	Dean, Arts and Sciences	$62,754	$57,603	$70,008	59
214.0	Dean, Business	$65,000	$59,650	$73,250	76
215.0	Dean, Communications	$59,000	$55,514	$59,650	5
216.0	Dean, Continuing Education	$54,788	$47,496	$58,951	44
218.0	Dean, Education	$59,760	$56,000	$65,472	74
219.0	Dean, Engineering	$70,395	$65,600	$78,900	37
221.0	Dean, Extension	$52,140	$43,577	$68,600	12
222.0	Dean, Fine Arts	$56,300	$50,510	$59,500	24
223.0	Dean, Graduate Programs	$58,300	$51,687	$66,144	73
224.0	Dean, Health-Related Professions	$60,856	$57,538	$67,754	22
225.0	Dean, Home Economics	$59,674	$54,246	$65,310	7
226.0	Dean, Humanities	$56,256	$55,240	$69,000	12
228.0	Dean, Law	$74,220	$70,993	$88,008	9
229.0	Dean, Library and Information Sciences	$55,116	$50,960	$59,000	13
231.0	Dean, Medicine	$89,145	$81,000	$104,240	8
232.0	Dean, Music	$60,000	$47,127	$60,000	5
233.0	Dean, Nursing	$58,170	$51,341	$63,400	35
234.0	Dean, Occupational Studies/Vocational Education/Technology	$57,486	$54,344	$61,806	16
235.0	Dean, Pharmacy	$61,000	$51,100	$68,000	7
237.0	Dean, Sciences	$59,130	$54,372	$71,000	19
238.0	Dean, Social Sciences	$60,000	$44,760	$63,150	12
239.0	Dean, Social Work	$57,404	$55,104	$58,300	5
241.0	Dean, Undergraduate Programs	$56,939	$51,840	$68,900	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$66,967	$60,030	$75,626	85
301.1	Director, Health and Safety	$27,406	$25,311	$34,172	23
301.2	Director, Telecommunications	$34,176	$27,775	$40,000	38
302.0	Chief Planning Officer	$50,954	$46,703	$58,836	21
303.0	Chief Budgeting Officer	$46,000	$37,692	$54,690	58
303.1	Associate Budget Director	$33,980	$26,709	$40,109	25
304.0	Chief Planning and Budget Officer	$52,372	$48,348	$55,500	14
305.0	General Counsel	$50,000	$46,350	$57,873	22
305.1	Associate General Counsel	$37,312	$33,220	$55,102	7
306.0	Chief Personnel/Human Resources Officer	$43,100	$37,384	$47,770	68
306.1	Associate Director, Personnel/Human Resources	$32,500	$28,176	$37,733	37
306.2	Manager, Benefits	$25,308	$22,000	$31,200	37
306.3	Manager, Training and Development	$26,916	$23,870	$32,392	21
306.4	Manager, Employee Relations	$39,609	$21,000	$46,392	5
306.6	Manager, Employment	$23,724	$21,300	$30,576	71
306.7	Manager, Wage and Salary/Manager, Compensation	$24,480	$22,297	$29,906	26
306.8	Manager, Personnel Information Systems	$23,500	$21,900	$27,638	9
307.0	Director, Affirmative Action/Equal Employment	$37,799	$32,651	$42,700	57
307.1	Associate Director, Affirmative Action/Equal Employment	$29,199	$19,440	$34,554	7
308.0	Director, Personnel and Affirmative Action	$42,900	$37,200	$45,200	11
309.0	Director, Computer Center	$50,350	$45,811	$56,673	65
309.1	Associate Director, Computer Center	$40,000	$36,416	$50,400	27
309.2	Data Base Administrator	$35,021	$28,272	$40,507	21
309.3	Systems Analyst I (highest level)	$33,510	$30,250	$38,417	51
309.4	Systems Analyst II (lowest level)	$29,088	$24,570	$33,784	39
309.5	Programmer Analyst I (highest level)	$27,229	$23,360	$32,952	59
309.6	Programmer Analyst II (lowest level)	$21,588	$19,404	$24,480	52
310.0	Director, Computer Center Operations/Administrative	$46,800	$39,552	$53,000	21
310.1	Associate Director, Computer Center Operations/Administrative	$41,241	$35,961	$48,114	15
311.0	Director, Information Systems	$50,004	$39,042	$56,650	14
312.0	Chief, Physical Plant/Facilities Management Officer	$47,000	$41,755	$52,700	83
312.1	Associate Director, Physical Plant/Facilities Management	$35,040	$32,076	$40,850	49
312.2	Manager, Landscape and Grounds	$25,956	$21,233	$29,936	58
312.3	Manager, Building and Maintenance Trades	$29,856	$26,155	$33,984	49
312.4	Manager, Technical Trades	$31,978	$28,594	$37,046	25
312.5	Manager, Custodial Services	$26,376	$22,515	$29,196	60
312.6	Manager, Power Plant	$30,664	$28,375	$36,144	42
313.0	Comptroller	$47,200	$42,675	$53,357	64
313.1	Manager, Payroll	$26,124	$23,196	$31,000	66
314.0	Director, Accounting	$37,876	$32,804	$46,000	53
314.1	Staff Accountant (highest level)	$24,580	$22,601	$30,406	49
314.2	Staff Accountant (lowest level)	$20,158	$17,520	$23,296	37

Table 9

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,001 TO 10,000 (continued)

POS	TITLE	MED	Q1	Q3	N
315.0	Bursar	$32,315	$27,220	$36,400	33
315.1	Associate Bursar	$24,734	$18,480	$31,114	7
316.0	Director, Purchasing	$34,469	$31,159	$40,262	76
316.1	Associate Director, Purchasing	$26,736	$21,324	$30,582	25
317.0	Director, Bookstore	$32,000	$28,104	$36,960	5
317.1	Associate Director, Bookstore	$22,170	$19,301	$26,290	1.
318.0	Director, Internal Audit	$36,750	$30,390	$42,500	44
319.0	Director, Auxiliary Services	$43,464	$37,692	$48,108	41
319.1	Manager, Mail Services	$20,812	$18,744	$23,853	40
320.0	Director, Campus Security	$32,689	$29,627	$40,000	77
321.0	Director, Risk Management and Insurance	$37,015	$28,488	$41,766	16
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$56,250	$47,184	$65,558	62
401.1	Director, Annual Giving	$31,525	$23,016	$36,000	35
401.2	Director, Corporate/Foundation Relations	$33,336	$31,170	$50,000	13
401.3	Coordinator, Resource Development	$27,061	$23,170	$43,032	7
402.0	Chief Public Relations Officer	$42,751	$36,187	$52,500	43
402.1	Director, Governmental/Legislative Relations	$51,000	$38,400	$59,600	12
403.0	Chief Development and Public Relations Officer	$64,145	$57,408	$70,400	21
404.0	Director, Alumni Affairs	$32,619	$29,000	$39,300	66
405.0	Director, Development and Alumni Affairs	$44,086	$32,500	$51,000	8
406.0	Director, Special and Deferred Gifts	$42,435	$36,400	$48,408	13
408.0	Director, Community Services	$40,942	$38,000	$45,500	7
409.0	Director, Publications	$32,400	$28,443	$39,861	44
409.1	Associate Director, Publications	$25,452	$23,025	$36,250	10
409.2	Manager, Printing Services	$29,347	$26,100	$34,500	47
410.0	Director, Information Office	$38,725	$31,261	$46,061	35
411.0	Director, News Bureau	$30,758	$26,186	$35,381	29
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$60,500	$53,600	$64,500	86
502.0	Director, Admissions	$41,260	$36,000	$46,710	59
502.1	Associate Director, Admissions	$31,700	$27,430	$35,693	46
502.2	Assistant Director, Admissions	$27,442	$22,536	$29,581	43
503.0	Director, Admissions and Registrar	$46,600	$39,238	$53,000	24
504.0	Registrar	$42,624	$38,088	$47,833	65
504.1	Associate Registrar	$32,525	$27,252	$36,670	49
504.2	Assistant Registrar	$26,800	$24,516	$29,796	42
505.0	Director, Admissions and Financial Aid	$38,700	$37,106	$41,604	5
506.0	Director, Student Financial Aid	$38,830	$34,457	$43,053	85
506.1	Associate Director, Student Financial Aid	$26,512	$23,020	$30,542	64
507.0	Director, Food Services	$34,667	$31,025	$38,634	37
507.1	Associate Director, Food Services	$27,120	$21,500	$30,357	14
508.0	Director, Student Housing	$35,469	$30,660	$41,200	69
508.1	Associate Director, Student Housing	$28,880	$25,027	$36,366	27
508.2	Housing Officer/Administrative Operations	$26,500	$20,700	$29,313	16
508.3	Housing Officer/Residence Life	$26,362	$22,116	$31,080	27
508.4	Housing Officer/Family Housing	$24,000	$17,847	$29,343	11
509.0	Director, Housing and Food Service	$45,860	$36,012	$50,500	11
510.0	Director, Foreign Students	$27,683	$25,502	$34,600	29
511.0	Director, Student Union	$37,625	$30,433	$41,224	59
511.1	Associate Director, Student Union	$27,636	$23,000	$30,264	17
511.2	Student Union Business Manager	$24,763	$21,670	$28,675	14
512.0	Director, Student Activities	$35,298	$26,179	$37,543	51
513.0	Director, Student Placement	$39,320	$30,816	$41,935	72
514.0	Director, Student Counseling	$41,690	$35,938	$45,192	78
514.1	Associate Director, Student Counseling	$31,194	$26,780	$35,136	20
515.0	Director, Student Health Services/Physician Administrator	$63,549	$56,165	$72,675	42
516.0	Director, Student Health Services/Nurse Administrator	$26,366	$23,565	$31,425	35
518.0	Director, Athletics	$50,685	$43,710	$56,375	77
519.0	Director, Sports Information	$24,843	$22,080	$28,940	68
520.0	Director, Athletics/Men	$43,224	$36,700	$43,461	10
521.0	Director, Athletics/Women	$35,700	$31,146	$40,266	22
522.0	Director, Campus Recreation/Intramurals	$29,652	$24,500	$34,605	46

Table 10

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,001 TO 18,000

CLASSIFICATION: University **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** 10,001 thru 18,000 **FTE-ENROLLMENT MEDIAN:** 14,258
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $100,884,776 **CASES SELECTED:** 68

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$104,728	$104,000	$115,000	7
102.0	Chief Executive Officer, Single Institution	$92,100	$88,556	$101,124	58
102.1	Assistant to the President, Single Institution	$51,500	$43,368	$60,000	40
103.0	Executive Vice President	$78,000	$72,646	$87,550	15
ACADEMIC					
201.0	Chief Academic Officer	$81,648	$73,515	$86,850	63
201.1	Director, Conferences	$38,435	$33,810	$45,301	19
202.0	Chief Health Professions Officer	$98,202	$58,280	$125,991	11
203.0	Director, Library Services	$60,900	$55,825	$66,925	61
203.1	Circulation Librarian	$28,610	$24,120	$35,700	42
203.2	Acquisitions Librarian	$33,135	$28,680	$36,300	49
203.3	Technical Services Librarian	$37,092	$31,416	$40,800	36
203.4	Public Services Librarian	$40,630	$32,578	$43,313	27
203.5	Reference Librarian	$34,100	$30,900	$38,328	51
204.0	Director, Institutional Research	$48,800	$42,900	$55,000	47
204.1	Associate Director, Institutional Research	$37,670	$32,500	$44,544	24
205.0	Director, Educational Media Services	$44,052	$35,726	$50,736	46
206.0	Director, Learning Resources Center	$42,500	$38,414	$50,600	21
207.0	Director, International Studies Education	$48,000	$37,489	$61,000	22
208.0	Director, Computer Center Operations/Academic	$50,064	$44,330	$63,588	31
208.1	Associate Director, Computer Center Operations/Academic	$43,400	$38,133	$49,706	22
209.0	Administrator, Grants and Contracts	$47,940	$39,283	$56,266	54
210.0	Dean, Architecture	$70,000	$67,200	$72,288	15
211.0	Dean, Agriculture	$74,530	$71,016	$78,504	19
212.0	Dean, Arts and Letters	$66,700	$60,515	$74,952	12
213.0	Dean, Arts and Sciences	$73,900	$68,000	$80,000	40
214.0	Dean, Business	$73,500	$66,625	$80,000	62
216.0	Dean, Continuing Education	$60,700	$53,534	$68,000	44
217.0	Dean, Dentistry	$99,281	$92,114	$100,650	5
218.0	Dean, Education	$69,000	$62,000	$73,000	61
219.0	Dean, Engineering	$81,000	$75,000	$85,000	47
221.0	Dean, Extension	$64,788	$52,531	$69,132	13
222.0	Dean, Fine Arts	$63,000	$59,800	$68,527	24
223.0	Dean, Graduate Programs	$68,000	$60,743	$75,000	56
224.0	Dean, Health-Related Professions	$66,800	$62,000	$73,840	20
225.0	Dean, Home Economics	$66,800	$59,900	$71,148	9
226.0	Dean, Humanities	$66,000	$57,255	$70,000	15
228.0	Dean, Law	$89,500	$81,204	$94,800	13
229.0	Dean, Library and Information Sciences	$60,000	$53,000	$61,620	9
231.0	Dean, Medicine	$136,100	$87,624	$145,530	7
233.0	Dean, Nursing	$70,500	$63,415	$75,400	25
234.0	Dean, Occupational Studies/Vocational Education/Technology	$64,000	$61,604	$69,200	10
235.0	Dean, Pharmacy	$69,962	$65,000	$75,504	9
237.0	Dean, Sciences	$70,000	$58,194	$78,500	26
238.0	Dean, Social Sciences	$69,528	$60,515	$74,964	11
239.0	Dean, Social Work	$71,000	$63,100	$76,844	9
241.0	Dean, Undergraduate Programs	$58,887	$52,000	$64,400	13
242.0	Dean, Veterinary Medicine	$76,000	$75,000	$79,310	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$76,308	$68,512	$80,855	61
301.1	Director, Health and Safety	$36,186	$32,488	$44,233	45
301.2	Director, Telecommunications	$42,024	$32,689	$52,400	46
302.0	Chief Planning Officer	$59,400	$48,315	$68,665	20
303.0	Chief Budgeting Officer	$49,965	$42,000	$58,735	52
303.1	Associate Budget Director	$39,428	$32,700	$46,872	19
304.0	Chief Planning and Budget Officer	$60,100	$54,840	$70,000	14
305.0	General Counsel	$57,000	$52,000	$61,282	26
305.1	Associate General Counsel	$41,200	$38,000	$46,824	10
306.0	Chief Personnel/Human Resources Officer	$50,628	$43,824	$58,800	60
306.1	Associate Director, Personnel/Human Resources	$38,570	$31,680	$44,076	35
306.2	Manager, Benefits	$27,666	$24,372	$34,674	46
306.3	Manager, Training and Development	$32,200	$28,788	$36,600	26
306.4	Manager, Employee Relations	$27,900	$25,250	$38,920	18
306.5	Manager, Labor Relations	$45,564	$30,441	$52,500	12
306.6	Manager, Employment	$27,353	$24,403	$35,742	38
306.7	Manager, Wage and Salary/Manager, Compensation	$32,340	$28,464	$35,742	30
306.8	Manager, Personnel Information Systems	$29,500	$25,125	$42,736	14
307.0	Director, Affirmative Action/Equal Employment	$43,000	$35,200	$50,400	55
307.1	Associate Director, Affirmative Action/Equal Employment	$28,329	$23,929	$28,594	5
309.0	Director, Computer Center	$61,700	$52,849	$67,323	52
309.1	Associate Director, Computer Center	$48,300	$40,900	$52,000	26
309.2	Data Base Administrator	$41,180	$37,000	$44,646	33
309.3	Systems Analyst I (highest level)	$36,392	$33,480	$40,609	42
309.4	Systems Analyst II (lowest level)	$29,820	$26,225	$32,786	41
309.5	Programmer Analyst I (highest level)	$30,750	$26,694	$35,406	49
309.6	Programmer Analyst II (lowest level)	$23,929	$21,237	$26,837	42
310.0	Director, Computer Center Operations/Administrative	$50,287	$44,904	$51,840	16
310.1	Associate Director, Computer Center Operations/Administrative	$46,100	$39,067	$50,832	20
311.0	Director, Information Systems	$51,840	$44,962	$62,800	23
312.0	Chief, Physical Plant/Facilities Management Officer	$54,440	$48,991	$59,534	65
312.1	Associate Director, Physical Plant/Facilities Management	$42,292	$36,228	$47,407	38
312.2	Manager, Landscape and Grounds	$31,355	$26,297	$36,072	51
312.3	Manager, Building and Maintenance Trades	$35,052	$29,328	$38,742	52
312.4	Manager, Technical Trades	$32,280	$28,956	$37,087	20
312.5	Manager, Custodial Services	$29,609	$26,715	$34,585	56
312.6	Manager, Power Plant	$34,172	$30,777	$38,376	39
313.0	Comptroller	$53,058	$47,315	$59,500	55
313.1	Manager, Payroll	$31,000	$27,500	$36,528	58
314.0	Director, Accounting	$41,050	$35,712	$44,800	46

Table 10

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,001 TO 18,000 (continued)

POS	TITLE	MED	Q1	Q3	N
314.1	Staff Accountant (highest level)	$28,090	$26,447	$34,164	38
314.2	Staff Accountant (lowest level)	$21,795	$20,271	$23,592	35
315.0	Bursar	$36,402	$31,560	$44,500	38
315.1	Associate Bursar	$31,027	$26,404	$35,200	12
316.0	Director, Purchasing	$42,000	$35,970	$47,760	63
316.1	Associate Director, Purchasing	$32,677	$28,000	$38,360	32
317.0	Director, Bookstore	$38,313	$31,925	$44,000	43
317.1	Associate Director, Bookstore	$27,375	$23,611	$31,692	19
318.0	Director, Internal Audit	$39,040	$33,204	$42,904	54
319.0	Director, Auxiliary Services	$48,700	$42,700	$58,800	37
319.1	Manager, Mail Services	$22,884	$20,019	$27,500	43
320.0	Director, Campus Security	$40,512	$35,105	$47,855	63
321.0	Director, Risk Management and Insurance	$40,350	$32,689	$46,804	17
322.0	Administrator, Hospital Medical Center	$102,606	$87,861	$116,600	8
322.1	Director, Medical Center Public Relations/Affairs	$37,000	$33,835	$43,948	7
322.2	Director, Medical Center Personnel	$43,102	$36,576	$55,125	7
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$61,000	$50,000	$71,436	44
401.1	Director, Annual Giving	$33,450	$29,000	$37,500	28
401.2	Director, Corporate/Foundation Relations	$38,060	$28,550	$51,560	18
401.3	Coordinator, Resource Development	$30,000	$23,480	$33,751	9
401.4	Director, Estate Planning	$36,500	$33,000	$40,706	9
402.0	Chief Public Relations Officer	$51,000	$43,011	$57,500	31
402.1	Director, Governmental/Legislative Relations	$51,706	$44,000	$61,000	20
403.0	Chief Development and Public Relations Officer	$72,000	$62,500	$77,250	18
404.0	Director, Alumni Affairs	$39,000	$35,170	$48,357	56
405.0	Director, Development and Alumni Affairs	$53,635	$43,935	$65,000	9
406.0	Director, Special and Deferred Gifts	$39,085	$32,070	$47,152	11
408.0	Director, Community Services	$32,748	$29,000	$36,805	9
409.0	Director, Publications	$36,850	$31,224	$43,728	47
409.1	Associate Director, Publications	$26,412	$23,664	$30,580	10
409.2	Manager, Printing Services	$32,800	$28,481	$37,182	48
410.0	Director, Information Office	$44,558	$38,400	$53,640	31
411.0	Director, News Bureau	$30,357	$26,169	$36,126	31
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$67,452	$60,850	$74,400	67
502.0	Director, Admissions	$47,000	$41,000	$54,340	57
502.1	Associate Director, Admissions	$33,825	$31,300	$36,060	38
502.2	Assistant Director, Admissions	$26,584	$22,692	$29,419	39
503.0	Director, Admissions and Registrar	$55,392	$48,504	$60,753	15
504.0	Registrar	$44,900	$40,250	$50,649	62
504.1	Associate Registrar	$35,796	$32,170	$38,396	36
504.2	Assistant Registrar	$27,215	$23,004	$30,257	36
506.0	Director, Student Financial Aid	$43,254	$39,641	$48,650	67
506.1	Associate Director, Student Financial Aid	$31,488	$28,008	$35,210	48
507.0	Director, Food Services	$41,496	$34,650	$43,632	33
507.1	Associate Director, Food Services	$33,204	$30,758	$34,840	16
508.0	Director, Student Housing	$42,500	$34,668	$48,376	52
508.1	Associate Director, Student Housing	$31,261	$27,084	$38,028	24
508.2	Housing Officer/Administrative Operations	$30,598	$25,352	$34,035	18
508.3	Housing Officer/Residence Life	$30,060	$24,272	$37,500	30
508.4	Housing Officer/Family Housing	$23,900	$21,684	$29,400	9
509.0	Director, Housing and Food Service	$43,968	$42,100	$60,400	6
510.0	Director, Foreign Students	$32,668	$27,150	$41,774	38
511.0	Director, Student Union	$39,000	$33,687	$47,140	46
511.1	Associate Director, Student Union	$30,936	$26,000	$36,750	21
511.2	Student Union Business Manager	$27,768	$23,075	$29,906	19
512.0	Director, Student Activities	$39,024	$34,287	$46,370	51
513.0	Director, Student Placement	$41,000	$36,575	$46,570	61
514.0	Director, Student Counseling	$47,200	$41,182	$53,136	59
514.1	Associate Director, Student Counseling	$36,500	$34,000	$41,835	17
515.0	Director, Student Health Services (Physician Administrator)	$68,010	$60,245	$82,056	48
516.0	Director, Student Health Services (Nurse Administrator)	$32,772	$28,608	$38,928	25
518.0	Director, Athletics	$64,400	$54,000	$72,000	61
519.0	Director, Sports Information	$29,629	$24,189	$34,400	56
520.0	Director, Athletics/Men	$45,085	$44,400	$51,936	9
521.0	Director, Athletics/Women	$40,061	$34,924	$47,197	23
522.0	Director, Campus Recreation/Intramurals	$33,970	$28,500	$38,346	50

Table 11

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 18,001 OR MORE

CLASSIFICATION: University SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: 18,001 thru max enrollment
FTE-ENROLLMENT MEDIAN: 25,926 1987/1988 BUDGET RANGE: Not specified 1987/1988 BUDGET MEDIAN: $251,969,408 CASES SELECTED: 69

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$109,650	$97,049	$120,000	32
101.1	Assistant to the President, System	$61,000	$53,000	$75,000	21
102.0	Chief Executive Officer, Single Institution	$107,980	$99,506	$117,600	34
102.1	Assistant to the President, Single Institution	$55,000	$50,000	$59,760	26
103.0	Executive Vice President	$90,100	$84,000	$107,651	17
ACADEMIC					
201.0	Chief Academic Officer	$91,350	$81,304	$101,000	63
201.1	Director, Conferences	$40,769	$33,127	$46,610	27
202.0	Chief Health Professions Officer	$102,410	$85,464	$160,000	21
203.0	Director, Library Services	$70,315	$64,872	$79,700	50
203.1	Circulation Librarian	$31,320	$28,288	$35,391	44
203.2	Acquisitions Librarian	$35,800	$31,700	$41,121	45
203.3	Technical Services Librarian	$45,000	$40,765	$51,300	44
203.4	Public Services Librarian	$46,640	$41,000	$52,835	34
203.5	Reference Librarian	$35,592	$32,172	$40,248	42
204.0	Director, Institutional Research	$51,178	$44,500	$56,112	48
204.1	Associate Director, Institutional Research	$41,520	$33,655	$52,948	19
205.0	Director, Educational Media Services	$49,932	$43,850	$54,130	33
206.0	Director, Learning Resources Center	$51,552	$43,728	$63,681	21
207.0	Director, International Studies Education	$56,628	$41,110	$66,725	28
208.0	Director, Computer Center Operations/Academic	$64,346	$54,204	$74,000	32
208.1	Associate Director, Computer Center Operations/Academic	$52,754	$43,879	$61,700	27
209.0	Administrator, Grants and Contracts	$59,240	$52,000	$65,755	49
210.0	Dean, Architecture	$75,709	$67,000	$86,538	25
211.0	Dean, Agriculture	$92,000	$82,807	$96,600	25
212.0	Dean, Arts and Letters	$78,324	$72,500	$88,200	11
213.0	Dean, Arts and Sciences	$85,000	$77,870	$92,106	32
214.0	Dean, Business	$88,715	$77,100	$97,151	48
215.0	Dean, Communications	$76,270	$65,975	$83,000	19
216.0	Dean, Continuing Education	$68,176	$61,714	$72,480	34
217.0	Dean, Dentistry	$96,900	$95,280	$103,589	9
218.0	Dean, Education	$78,270	$70,000	$83,500	48
219.0	Dean, Engineering	$95,000	$83,805	$100,000	44
221.0	Dean, Extension	$77,385	$71,000	$90,650	11
222.0	Dean, Fine Arts	$70,344	$69,000	$83,000	23
223.0	Dean, Graduate Programs	$78,900	$71,086	$91,355	43
224.0	Dean, Health-Related Professions	$72,304	$69,000	$84,588	12
225.0	Dean, Home Economics	$74,700	$63,204	$82,900	19
226.0	Dean, Humanities	$80,000	$76,260	$80,280	9
228.0	Dean, Law	$102,000	$96,500	$108,040	30
229.0	Dean, Library and Information Sciences	$67,400	$61,500	$75,311	17
231.0	Dean, Medicine	$115,416	$104,280	$165,635	19
232.0	Dean, Music	$79,000	$61,420	$85,088	11
233.0	Dean, Nursing	$78,342	$71,000	$87,200	26
234.0	Dean, Occupational Studies/Vocational Education/Technology	$68,576	$60,768	$70,750	9
235.0	Dean, Pharmacy	$90,346	$85,512	$92,833	19
236.0	Dean, Public Health	$94,395	$94,200	$107,000	6
237.0	Dean, Sciences	$86,616	$74,976	$97,050	18
238.0	Dean, Social Sciences	$85,000	$78,240	$88,000	12
239.0	Dean, Social Work	$75,000	$68,917	$81,744	21
241.0	Dean, Undergraduate Programs	$68,000	$64,294	$71,000	6
242.0	Dean, Veterinary Medicine	$87,100	$80,090	$95,000	15
ADMINISTRATIVE					
301.0	Chief Business Officer	$83,532	$75,100	$93,000	63
301.1	Director, Health and Safety	$44,100	$36,600	$57,185	42
301.2	Director, Telecommunications	$50,916	$42,000	$57,600	41
302.0	Chief Planning Officer	$59,500	$54,660	$83,297	18
303.0	Chief Budgeting Officer	$55,140	$47,772	$67,344	50
303.1	Associate Budget Director	$46,560	$38,764	$52,274	31
304.0	Chief Planning and Budget Officer	$70,213	$63,000	$80,250	16
305.0	General Counsel	$67,000	$59,804	$77,000	41
305.1	Associate General Counsel	$46,000	$36,000	$57,248	26
306.0	Chief Personnel/Human Resources Officer	$63,000	$53,000	$69,809	63
306.1	Associate Director, Personnel/Human Resources	$43,344	$37,320	$55,921	34
306.2	Manager, Benefits	$36,027	$28,114	$41,184	48
306.3	Manager, Training and Development	$32,730	$27,221	$39,084	38
306.4	Manager, Employee Relations	$39,972	$34,023	$45,910	15
306.5	Manager, Labor Relations	$39,324	$36,748	$45,048	20
306.6	Manager, Employment	$35,201	$27,312	$40,620	42
306.7	Manager, Wage and Salary/Manager, Compensation	$35,037	$29,672	$40,500	38
306.8	Manager, Personnel Information Systems	$36,000	$32,023	$40,140	25
307.0	Director, Affirmative Action/Equal Employment	$46,000	$43,260	$53,000	57
307.1	Associate Director, Affirmative Action/Equal Employment	$32,000	$25,939	$36,660	17
309.0	Director, Computer Center	$66,000	$59,364	$70,920	33
309.1	Associate Director, Computer Center	$52,527	$47,443	$57,000	16
309.2	Data Base Administrator	$43,500	$39,282	$46,000	22
309.3	Systems Analyst I (highest level)	$36,935	$34,000	$41,304	42
309.4	Systems Analyst II (lowest level)	$29,460	$26,500	$31,000	41
309.5	Programmer Analyst I (highest level)	$29,157	$26,772	$36,295	46
309.6	Programmer Analyst II (lowest level)	$23,303	$21,630	$25,372	40
310.0	Director, Computer Center Operations/Administrative	$55,834	$48,942	$67,500	32
310.1	Associate Director, Computer Center Operations/Administrative	$49,930	$44,929	$56,500	23
311.0	Director, Information Systems	$62,500	$51,750	$76,600	30
312.0	Chief, Physical Plant/Facilities Management Officer	$63,500	$57,000	$72,719	57
312.1	Associate Director, Physical Plant/Facilities Management	$47,760	$44,000	$55,008	43
312.2	Manager, Landscape and Grounds	$34,512	$29,940	$38,206	44
312.3	Manager, Building and Maintenance Trades	$38,112	$34,776	$42,732	35
312.4	Manager, Technical Trades	$39,349	$35,717	$42,960	19
312.5	Manager, Custodial Services	$34,290	$30,270	$39,031	47

Table 11

PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 18,001 OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
312.6	Manager, Power Plant	$39,440	$35,000	$43,100	40
313.0	Comptroller	$63,000	$56,200	$67,000	44
313.1	Manager, Payroll	$39,396	$33,432	$44,490	57
314.0	Director, Accounting	$46,860	$42,942	$54,100	46
314.1	Staff Accountant (highest level)	$28,212	$24,575	$32,352	37
314.2	Staff Accountant (lowest level)	$20,472	$18,385	$23,418	37
315.0	Bursar	$42,645	$37,380	$48,950	32
315.1	Associate Bursar	$33,300	$27,696	$36,000	15
316.0	Director, Purchasing	$48,923	$42,950	$53,085	54
316.1	Associate Director, Purchasing	$37,370	$33,192	$41,088	34
317.0	Director, Bookstore	$40,700	$36,504	$46,534	36
317.1	Associate Director, Bookstore	$28,140	$24,825	$34,775	16
318.0	Director, Internal Audit	$49,750	$43,728	$56,292	51
319.0	Director, Auxiliary Services	$59,100	$51,038	$65,707	28
319.1	Manager, Mail Services	$24,200	$22,600	$28,392	38
320.0	Director, Campus Security	$49,400	$43,200	$54,764	51
321.0	Director, Risk Management and Insurance	$47,000	$41,496	$51,633	28
322.0	Administrator, Hospital Medical Center	$108,156	$73,286	$120,000	15
322.1	Director, Medical Center Public Relations/Affairs	$47,520	$42,108	$66,000	12
322.2	Director, Medical Center Personnel	$50,000	$40,993	$51,000	10
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$70,000	$64,170	$78,756	35
401.1	Director, Annual Giving	$36,720	$28,500	$43,920	22
401.2	Director, Corporate/Foundation Relations	$47,404	$40,000	$52,546	21
401.3	Coordinator, Resource Development	$24,874	$22,600	$35,100	14
401.4	Director, Estate Planning	$46,226	$42,600	$52,320	13
402.0	Chief Public Relations Officer	$65,200	$52,020	$76,600	40
402.1	Director, Governmental/Legislative Relations	$63,000	$55,636	$76,000	30
403.0	Chief Development and Public Relations Officer	$84,245	$70,500	$89,000	16
404.0	Director, Alumni Affairs	$48,828	$40,448	$60,650	41
406.0	Director, Special and Deferred Gifts	$48,000	$41,368	$51,180	14
408.0	Director, Community Services	$49,350	$36,552	$62,592	10
409.0	Director, Publications	$38,520	$34,999	$46,000	40
409.1	Associate Director, Publications	$32,284	$26,780	$41,521	11
409.2	Manager, Printing Services	$36,324	$31,963	$41,965	37
410.0	Director, Information Office	$49,485	$40,000	$54,000	35
411.0	Director, News Bureau	$35,464	$32,100	$43,956	26
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$73,700	$67,472	$81,230	53
502.0	Director, Admissions	$50,808	$44,000	$57,500	45
502.1	Associate Director, Admissions	$37,768	$32,222	$43,380	35
502.2	Assistant Director, Admissions	$28,420	$25,954	$31,101	29
503.0	Director, Admissions and Registrar	$55,164	$51,300	$59,436	15
504.0	Registrar	$49,680	$44,000	$56,750	41
504.1	Associate Registrar	$39,000	$34,420	$45,500	27
504.2	Assistant Registrar	$30,684	$25,706	$34,920	34
506.0	Director, Student Financial Aid	$49,800	$44,016	$56,150	51
506.1	Associate Director, Student Financial Aid	$36,000	$32,240	$39,811	45
507.0	Director, Food Services	$48,024	$41,750	$53,520	31
507.1	Associate Director, Food Services	$39,031	$32,850	$42,281	21
508.0	Director, Student Housing	$52,380	$46,000	$61,980	39
508.1	Associate Director, Student Housing	$38,900	$35,949	$43,500	29
508.2	Housing Officer/Administrative Operations	$33,300	$30,262	$41,280	29
508.3	Housing Officer/Residence Life	$29,757	$23,500	$35,720	23
508.4	Housing Officer/Family Housing	$30,932	$26,200	$35,892	21
509.0	Director, Housing and Food Service	$63,600	$54,456	$71,000	11
510.0	Director, Foreign Students	$36,581	$31,091	$42,840	36
511.0	Director, Student Union	$48,061	$44,657	$55,700	37
511.1	Associate Director, Student Union	$34,900	$31,000	$40,819	31
511.2	Student Union Business Manager	$30,500	$26,915	$35,424	24
512.0	Director, Student Activities	$40,512	$35,550	$52,100	38
513.0	Director, Student Placement	$46,589	$42,005	$51,000	47
514.0	Director, Student Counseling	$49,860	$42,900	$58,000	46
514.1	Associate Director, Student Counseling	$40,301	$33,674	$44,000	28
515.0	Director, Student Health Services (Physician Administrator)	$74,672	$64,277	$81,500	43
516.0	Director, Student Health Services (Nurse Administrator)	$31,560	$28,977	$34,776	16
518.0	Director, Athletics	$81,000	$69,181	$85,000	43
519.0	Director, Sports Information	$35,594	$27,500	$42,080	43
520.0	Director, Athletics/Men	$57,108	$47,548	$85,000	13
521.0	Director, Athletics/Women	$47,881	$45,016	$53,880	18
522.0	Director, Campus Recreation/Intramurals	$41,397	$35,197	$45,360	41

Table 12

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 2,000 OR LESS

CLASSIFICATION: University **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Zero thru 2,000
FTE-ENROLLMENT MEDIAN: 1,329 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $11,936,241 **CASES SELECTED:** 35.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$80,000	$65,000	$95,000	34
102.1	Assistant to the President, Single Institution	$35,069	$26,500	$42,000	13
103.0	Executive Vice President	$61,000	$56,000	$74,000	13
ACADEMIC					
201.0	Chief Academic Officer	$50,000	$43,000	$63,860	28
203.0	Director, Library Services	$30,200	$28,635	$46,200	31
203.1	Circulation Librarian	$19,520	$18,900	$21,500	6
203.2	Acquisitions Librarian	$22,500	$20,600	$25,440	9
203.3	Technical Services Librarian	$23,161	$21,255	$26,500	17
203.4	Public Services Librarian	$25,022	$22,400	$29,800	10
203.5	Reference Librarian	$24,000	$19,800	$25,440	20
204.0	Director, Institutional Research	$33,500	$33,372	$35,300	5
205.0	Director, Educational Media Services	$22,604	$20,000	$24,000	10
206.0	Director, Learning Resources Center	$24,500	$21,500	$32,209	8
208.0	Director, Computer Center Operations/Academic	$31,900	$25,956	$38,400	12
209.0	Administrator, Grants and Contracts	$31,750	$29,023	$35,814	7
213.0	Dean, Arts and Sciences	$44,850	$42,400	$51,500	10
214.0	Dean, Business	$40,285	$36,050	$55,790	16
218.0	Dean, Education	$39,400	$32,610	$46,460	11
223.0	Dean, Graduate Programs	$41,000	$34,000	$58,500	8
233.0	Dean, Nursing	$39,400	$39,100	$45,000	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$43,792	$36,700	$53,441	29
305.0	General Counsel	$48,000	$36,000	$63,120	5
306.0	Chief Personnel/Human Resources Officer	$28,980	$25,958	$37,455	12
306.1	Associate Director, Personnel/Human Resources	$25,000	$24,900	$35,351	6
306.2	Manager, Benefits	$16,809	$16,640	$17,896	5
308.0	Director, Personnel and Affirmative Action	$29,930	$29,023	$49,290	6
309.0	Director, Computer Center	$40,249	$35,069	$48,936	11
309.3	Systems Analyst I (highest level)	$25,088	$19,500	$34,000	9
309.5	Programmer Analyst I (highest level)	$23,500	$22,200	$26,750	9
310.0	Director, Computer Center Operations/Administrative	$34,814	$33,065	$44,505	6
311.0	Director, Information Systems	$33,000	$27,000	$44,000	6
312.0	Chief, Physical Plant/Facilities Management Officer	$32,000	$28,600	$42,000	26
312.1	Associate Director, Physical Plant/Facilities Management	$29,944	$25,000	$37,000	9
312.2	Manager, Landscape and Grounds	$24,174	$20,890	$27,700	9
312.3	Manager, Building and Maintenance Trades	$26,711	$18,600	$32,330	9
312.4	Manager, Technical Trades	$24,720	$24,500	$25,000	5
312.5	Manager, Custodial Services	$26,284	$21,112	$28,692	9
312.6	Manager, Power Plant	$26,989	$26,957	$33,000	6
313.0	Comptroller	$34,000	$30,000	$43,000	27
313.1	Manager, Payroll	$21,400	$17,235	$25,798	11
314.0	Director, Accounting	$28,325	$27,000	$32,500	14
314.1	Staff Accountant (highest level)	$24,000	$20,500	$27,600	10
314.2	Staff Accountant (lowest level)	$17,285	$15,600	$17,935	6
315.0	Bursar	$20,633	$20,500	$26,162	6
316.0	Director, Purchasing	$26,460	$21,450	$31,650	13
317.0	Director, Bookstore	$19,570	$15,900	$26,989	20
319.0	Director, Auxiliary Services	$30,530	$28,593	$46,530	6
319.1	Manager, Mail Services	$15,900	$14,505	$24,240	11
320.0	Director, Campus Security	$24,970	$18,800	$30,000	21
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$45,500	$37,500	$59,150	23
401.1	Director, Annual Giving	$28,000	$22,050	$34,008	15
401.2	Director, Corporate/Foundation Relations	$32,000	$26,547	$37,454	11
401.3	Coordinator, Resource Development	$24,648	$20,665	$30,000	5
401.4	Director, Estate Planning	$32,500	$29,023	$36,000	8
402.0	Chief Public Relations Officer	$26,760	$20,250	$29,827	16
403.0	Chief Development and Public Relations Officer	$36,050	$30,305	$54,500	8
404.0	Director, Alumni Affairs	$26,800	$25,196	$30,600	18
405.0	Director, Development and Alumni Affairs	$29,500	$24,720	$48,000	5
406.0	Director, Special and Deferred Gifts	$40,000	$27,400	$44,750	7
407.0	Director, Church Relations	$24,750	$23,000	$27,000	5
409.0	Director, Publications	$26,000	$25,000	$36,000	14
410.0	Director, Information Office	$23,430	$18,000	$28,196	6
411.0	Director, News Bureau	$23,735	$20,000	$30,500	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$39,000	$30,305	$45,000	29
502.0	Director, Admissions	$32,088	$25,750	$47,250	24
502.1	Associate Director, Admissions	$26,688	$21,429	$27,000	13
502.2	Assistant Director, Admissions	$18,770	$17,000	$20,467	19
504.0	Registrar	$30,000	$25,000	$33,550	29
504.1	Associate Registrar	$21,000	$20,115	$28,287	6
504.2	Assistant Registrar	$18,709	$16,750	$21,000	16
506.0	Director, Student Financial Aid	$27,088	$24,710	$32,400	29
506.1	Associate Director, Student Financial Aid	$23,400	$19,500	$25,196	11
507.0	Director, Food Services	$35,000	$33,065	$35,319	5
508.0	Director, Student Housing	$25,000	$19,829	$27,438	11
508.3	Housing Officer/Residence Life	$25,000	$24,328	$28,000	6
510.0	Director, Foreign Students	$24,658	$21,832	$27,295	9
512.0	Director, Student Activities	$21,000	$16,700	$23,376	16
513.0	Director, Student Placement	$25,000	$19,800	$30,000	23
514.0	Director, Student Counseling	$27,582	$26,500	$30,600	16
516.0	Director, Student Health Services (Nurse Administrator)	$19,594	$17,600	$26,000	14
517.0	Chaplain	$26,131	$23,000	$32,000	10
518.0	Director, Athletics	$30,000	$27,900	$42,700	18
519.0	Director, Sports Information	$19,800	$15,500	$20,600	10
522.0	Director, Campus Recreation/Intramurals	$18,000	$17,451	$22,075	7

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Table 13

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 2,001 TO 4,000

CLASSIFICATION: University **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 2,001 thru 4,000
FTE-ENROLLMENT MEDIAN: 2,970 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $25,000,000 **CASES SELECTED:** 46.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$96,000	$86,000	$108,000	39
102.1	Assistant to the President, Single Institution	$45,500	$35,424	$51,000	25
103.0	Executive Vice President	$66,689	$60,000	$83,000	11
ACADEMIC					
201.0	Chief Academic Officer	$68,000	$60,000	$75,000	45
201.1	Director, Conferences	$32,773	$21,000	$39,373	7
203.0	Director, Library Services	$39,500	$34,071	$46,500	44
203.1	Circulation Librarian	$21,475	$18,200	$25,321	24
203.2	Acquisitions Librarian	$24,085	$20,900	$30,105	24
203.3	Technical Services Librarian	$27,345	$22,819	$32,118	33
203.4	Public Services Librarian	$28,449	$21,240	$32,000	19
203.5	Reference Librarian	$24,473	$21,000	$28,200	36
204.0	Director, Institutional Research	$34,000	$31,150	$53,700	19
205.0	Director, Educational Media Services	$27,000	$18,466	$33,050	20
206.0	Director, Learning Resources Center	$27,000	$20,748	$35,190	10
207.0	Director, International Studies Education	$29,833	$23,400	$42,700	11
208.0	Director, Computer Center Operations/Academic	$38,006	$33,455	$44,300	21
208.1	Associate Director, Computer Center Operations/Academic	$37,517	$26,412	$50,960	11
209.0	Administrator, Grants and Contracts	$40,700	$28,300	$54,500	13
213.0	Dean, Arts and Sciences	$50,000	$45,675	$58,500	24
214.0	Dean, Business	$58,000	$51,500	$65,500	34
216.0	Dean, Continuing Education	$46,000	$42,600	$50,100	19
218.0	Dean, Education	$47,569	$44,468	$52,500	20
219.0	Dean, Engineering	$64,456	$56,240	$66,600	11
223.0	Dean, Graduate Programs	$50,500	$47,000	$61,500	18
226.0	Dean, Humanities	$46,500	$42,457	$61,000	9
228.0	Dean, Law	$86,000	$78,000	$96,600	10
232.0	Dean, Music	$48,550	$43,700	$55,000	8
233.0	Dean, Nursing	$49,440	$45,305	$55,000	13
237.0	Dean, Sciences	$57,200	$40,340	$79,500	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$66,100	$59,000	$76,500	41
301.2	Director, Telecommunications	$31,000	$26,900	$36,000	6
302.0	Chief Planning Officer	$44,000	$31,575	$52,500	5
303.0	Chief Budgeting Officer	$40,000	$36,054	$46,366	12
303.1	Associate Budget Director	$35,200	$26,250	$42,000	6
304.0	Chief Planning and Budget Officer	$39,168	$37,271	$50,400	5
306.0	Chief Personnel/Human Resources Officer	$37,000	$31,800	$43,202	33
306.1	Associate Director, Personnel/Human Resources	$26,500	$21,120	$34,000	11
306.2	Manager, Benefits	$22,080	$19,650	$24,200	13
306.6	Manager, Employment	$27,550	$22,000	$30,368	9
307.0	Director, Affirmative Action/Equal Employment	$38,745	$30,000	$52,000	8
308.0	Director, Personnel and Affirmative Action	$36,278	$18,000	$40,400	7
309.0	Director, Computer Center	$46,100	$39,000	$55,650	29
309.1	Associate Director, Computer Center	$32,147	$26,350	$50,900	7
309.3	Systems Analyst I (highest level)	$31,100	$26,853	$37,500	17
309.4	Systems Analyst II (lowest level)	$23,000	$20,440	$24,605	11
309.5	Programmer Analyst I (highest level)	$28,250	$25,000	$32,375	26
309.6	Programmer Analyst II (lowest level)	$21,700	$18,000	$24,900	20
310.0	Director, Computer Center Operations/Administrative	$37,776	$33,300	$49,000	14
310.1	Associate Director, Computer Center Operations/Administrative	$30,015	$25,000	$40,917	5
311.0	Director, Information Systems	$49,000	$29,864	$53,000	7
312.0	Chief, Physical Plant Facilities Management Officer	$42,648	$36,000	$49,900	40
312.1	Associate Director, Physical Plant/Facilities Management	$30,027	$28,265	$40,500	15
312.2	Manager, Landscape and Grounds	$23,590	$22,000	$32,156	29
312.3	Manager, Building and Maintenance Trades	$28,786	$25,599	$34,000	27
312.4	Manager, Technical Trades	$32,500	$25,896	$40,000	10
312.5	Manager, Custodial Services	$25,000	$21,133	$31,000	23
312.6	Manager, Power Plant	$31,500	$22,440	$36,000	17
313.0	Comptroller	$46,000	$36,772	$49,500	38
313.1	Manager, Payroll	$21,490	$17,730	$26,000	20
314.0	Director, Accounting	$27,000	$22,656	$34,000	18
314.1	Staff Accountant (highest level)	$23,150	$20,500	$27,190	22
314.2	Staff Accountant (lowest level)	$18,000	$15,600	$24,776	13
315.0	Bursar	$31,725	$27,300	$35,000	15
315.1	Associate Bursar	$24,000	$22,066	$34,500	5
316.0	Director, Purchasing	$29,550	$27,250	$34,800	28
316.1	Associate Director, Purchasing	$21,904	$16,685	$27,250	10
317.0	Director, Bookstore	$27,000	$24,540	$29,500	24
317.1	Associate Director, Bookstore	$20,165	$18,732	$22,355	8
318.0	Director, Internal Audit	$27,100	$25,000	$35,000	13
319.0	Director, Auxiliary Services	$37,100	$28,500	$43,344	15
319.1	Manager, Mail Services	$18,492	$13,500	$21,525	20
320.0	Director, Campus Security	$28,577	$24,294	$36,834	39
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$59,000	$52,200	$66,000	36
401.1	Director, Annual Giving	$31,600	$26,124	$39,169	28
401.2	Director, Corporate/Foundation Relations	$38,110	$31,584	$41,760	20
401.3	Coordinator, Resource Development	$24,500	$19,200	$28,000	8
401.4	Director, Estate Planning	$36,000	$28,000	$42,200	15
402.0	Chief Public Relations Officer	$35,220	$30,525	$42,420	30
403.0	Chief Development and Public Relations Officer	$72,200	$64,250	$80,000	14
404.0	Director, Alumni Affairs	$33,500	$28,922	$39,251	40
406.0	Director, Special and Deferred Gifts	$40,000	$34,400	$45,633	17
407.0	Director, Church Relations	$39,850	$35,845	$43,625	9
409.0	Director, Publications	$29,376	$24,792	$37,350	23
409.1	Associate Director, Publications	$25,816	$23,700	$26,600	5
409.2	Manager, Printing Services	$27,500	$22,200	$34,000	21
410.0	Director, Information Office	$27,500	$25,000	$36,500	16

Table 13

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 2,001 TO 4,000 (continued)

POS	TITLE	MED	Q1	Q3	N
411.0	Director, News Bureau	$25,000	$18,900	$28,938	14
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$50,706	$47,360	$59,050	43
502.0	Director, Admissions	$41,900	$33,312	$49,000	38
502.1	Associate Director, Admissions	$28,200	$24,000	$32,600	34
502.2	Assistant Director, Admissions	$21,000	$19,000	$22,800	30
504.0	Registrar	$34,038	$30,000	$42,200	43
504.1	Associate Registrar	$25,741	$20,780	$28,199	20
504.2	Assistant Registrar	$20,725	$18,093	$24,700	21
505.0	Director, Admissions and Financial Aid	$47,500	$44,000	$63,100	11
506.0	Director, Student Financial Aid	$35,750	$31,500	$39,550	41
506.1	Associate Director, Student Financial Aid	$22,884	$20,500	$25,400	30
507.0	Director, Food Services	$40,050	$37,164	$47,000	9
507.1	Associate Director, Food Services	$31,600	$26,562	$33,750	10
508.0	Director, Student Housing	$27,200	$21,000	$32,700	31
508.1	Associate Director, Student Housing	$19,405	$13,325	$26,500	11
508.3	Housing Officer/Residence Life	$21,300	$18,000	$25,500	14
510.0	Director, Foreign Students	$24,840	$20,372	$26,520	16
511.0	Director, Student Union	$29,500	$22,000	$35,740	16
512.0	Director, Student Activities	$27,200	$21,500	$30,350	31
513.0	Director, Student Placement	$30,000	$24,274	$35,060	40
514.0	Director, Student Counseling	$34,500	$28,700	$37,100	33
514.1	Associate Director, Student Counseling	$26,521	$22,500	$27,432	9
515.0	Director, Student Health Services (Physician Administrator)	$55,151	$16,027	$70,000	9
516.0	Director, Student Health Services (Nurse Administrator)	$22,750	$19,232	$27,343	28
517.0	Chaplain	$31,343	$27,240	$41,225	26
518.0	Director, Athletics	$43,265	$38,400	$47,976	41
519.0	Director, Sports Information	$22,330	$20,044	$24,000	30
520.0	Director, Athletics/Men	$33,610	$33,000	$36,000	6
521.0	Director, Athletics/Women	$27,192	$21,500	$37,750	11
522.0	Director, Campus Recreation/Intramurals	$23,000	$19,320	$26,169	18

Table 14

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 4,001 TO 7,000

CLASSIFICATION: University **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 4,001 thru 7,000
FTE-ENROLLMENT MEDIAN: 5,315 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $54,190,000 **CASES SELECTED:** 31

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$110,000	$100,000	$130,000	25
102.1	Assistant to the President, Single Institution	$42,500	$34,650	$49,500	15
103.0	Executive Vice President	$80,000	$75,000	$90,000	6
ACADEMIC					
201.0	Chief Academic Officer	$77,000	$70,080	$100,200	29
201.1	Director, Conferences	$33,800	$33,000	$45,300	5
203.0	Director, Library Services	$48,148	$43,800	$58,359	31
203.1	Circulation Librarian	$24,810	$19,850	$30,000	17
203.2	Acquisitions Librarian	$30,200	$26,500	$31,852	17
203.3	Technical Services Librarian	$29,980	$26,500	$37,290	18
203.4	Public Services Librarian	$31,200	$30,051	$37,104	6
203.5	Reference Librarian	$26,648	$23,250	$29,000	21
204.0	Director, Institutional Research	$37,500	$33,214	$45,800	15
205.0	Director, Educational Media Services	$33,844	$28,987	$36,500	19
206.0	Director, Learning Resources Center	$38,448	$31,390	$41,182	9
208.0	Director, Computer Center Operations/Academic	$47,200	$41,400	$54,300	19
208.1	Associate Director, Computer Center Operations/Academic	$30,700	$24,793	$40,093	8
209.0	Administrator, Grants and Contracts	$37,035	$30,000	$42,967	20
213.0	Dean, Arts and Sciences	$66,000	$55,000	$72,500	23
214.0	Dean, Business	$70,560	$61,985	$91,322	28
216.0	Dean, Continuing Education	$49,863	$43,900	$60,000	14
218.0	Dean, Education	$60,000	$55,970	$64,000	14
219.0	Dean, Engineering	$81,667	$70,776	$93,600	14
223.0	Dean, Graduate Programs	$59,800	$52,200	$68,500	13
228.0	Dean, Law	$97,000	$90,000	$102,000	21
232.0	Dean, Music	$59,257	$54,090	$63,000	5
233.0	Dean, Nursing	$54,664	$49,670	$67,500	10
235.0	Dean, Pharmacy	$68,830	$67,196	$81,465	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$77,175	$68,500	$92,500	24
301.2	Director, Telecommunications	$36,933	$30,450	$55,650	11
302.0	Chief Planning Officer	$68,500	$47,751	$88,380	6
303.0	Chief Budgeting Officer	$50,636	$42,750	$60,585	18
303.1	Associate Budget Director	$30,700	$28,026	$35,000	6
305.0	General Counsel	$62,400	$50,000	$66,150	8
306.0	Chief Personnel/Human Resources Officer	$50,000	$43,400	$58,968	23
306.1	Associate Director, Personnel/Human Resources	$33,966	$24,486	$38,250	15
306.2	Manager, Benefits	$27,000	$24,592	$32,800	19
306.3	Manager, Training and Development	$27,200	$25,459	$43,680	5
306.6	Manager, Employment	$25,150	$19,440	$29,064	12
306.7	Manager, Wage and Salary/Manager, Compensation	$26,500	$23,064	$29,100	9
307.0	Director, Affirmative Action/Equal Employment	$34,470	$27,600	$43,016	8
308.0	Director, Personnel and Affirmative Action	$36,050	$32,250	$49,800	6
309.0	Director, Computer Center	$56,500	$52,374	$61,500	26
309.1	Associate Director, Computer Center	$45,000	$44,690	$49,614	8
309.2	Data Base Administrator	$35,600	$30,700	$39,900	9
309.3	Systems Analyst I (highest level)	$33,333	$31,300	$39,200	14
309.4	Systems Analyst II (lowest level)	$23,600	$23,118	$28,800	10
309.5	Programmer Analyst I (highest level)	$30,250	$26,540	$34,578	23
309.6	Programmer Analyst II (lowest level)	$23,795	$22,200	$26,265	21
310.0	Director, Computer Center Operations/Administrative	$47,371	$35,647	$54,000	11
311.0	Director, Information Systems	$57,882	$50,661	$68,250	9
312.0	Chief, Physical Plant/Facilities Management Officer	$46,747	$43,500	$61,000	28
312.1	Associate Director, Physical Plant/Facilities Management	$35,501	$31,875	$44,500	14
312.2	Manager, Landscape and Grounds	$26,324	$25,000	$38,000	20
312.3	Manager, Building and Maintenance Trades	$33,946	$28,062	$41,2[illegible]	15
312.4	Manager, Technical Trades	$40,067	$28,785	$40,860	5
312.5	Manager, Custodial Services	$31,464	$24,709	$32,560	16
312.6	Manager, Power Plant	$41,700	$31,500	$43,900	8
313.0	Comptroller	$52,800	$43,575	$62,700	26
313.1	Manager, Payroll	$26,918	$25,000	$30,285	20
314.0	Director, Accounting	$40,000	$34,008	$42,800	20
314.1	Staff Accountant (highest level)	$25,700	$24,000	$31,050	16
314.2	Staff Accountant (lowest level)	$21,512	$20,000	$26,500	14
315.0	Bursar	$34,275	$28,100	$43,209	18
315.1	Associate Bursar	$22,233	$22,080	$27,300	9
316.0	Director, Purchasing	$36,000	$31,500	$40,397	24
317.0	Director, Bookstore	$36,700	$30,250	$40,968	15
317.1	Associate Director, Bookstore	$23,400	$23,000	$31,540	5
318.0	Director, Internal Audit	$42,540	$34,733	$47,200	17
319.0	Director, Auxiliary Services	$44,060	$35,000	$53,000	10
319.1	Manager, Mail Services	$22,500	$18,452	$26,250	17
320.0	Director, Campus Security	$35,920	$33,000	$40,710	29
321.0	Director, Risk Management and Insurance	$40,470	$34,500	$57,200	6
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$70,000	$65,000	$89,000	25
401.1	Director, Annual Giving	$36,000	$30,576	$42,780	23
401.2	Director, Corporate/Foundation Relations	$40,000	$35,157	$45,000	19
401.3	Coordinator, Resource Development	$25,619	$22,713	$28,232	10
401.4	Director, Estate Planning	$46,569	$42,234	$47,700	8
402.0	Chief Public Relations Officer	$49,728	$43,000	$60,000	20
402.1	Director, Governmental/Legislative Relations	$57,059	$47,475	$60,000	8
403.0	Chief Development and Public Relations Officer	$65,500	$52,474	$90,750	10
404.0	Director, Alumni Affairs	$33,726	$30,500	$42,493	27
406.0	Director, Special and Deferred Gifts	$36,888	$35,300	$44,000	9
407.0	Director, Church Relations	$39,072	$26,000	$51,040	6
409.0	Director, Publications	$30,550	$25,650	$34,300	20
409.2	Manager, Printing Services	$30,000	$29,297	$36,400	13
410.0	Director, Information Office	$38,419	$24,000	$43,800	8

Table 14

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 4,001 TO 7,000 (continued)

POS	TITLE	MED	Q1	Q3	N
411.0	Director, News Bureau	$31,529	$24,135	$33,705	16
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$66,465	$56,685	$74,600	30
502.0	Director, Admissions	$45,145	$38,000	$53,000	23
502.1	Associate Director, Admissions	$30,960	$27,430	$33,595	20
502.2	Assistant Director, Admissions	$23,121	$19,600	$28,700	18
504.0	Registrar	$39,962	$35,000	$44,300	29
504.1	Associate Registrar	$24,955	$22,317	$37,750	10
504.2	Assistant Registrar	$26,189	$22,950	$27,720	17
505.0	Director, Admissions and Financial Aid	$48,828	$46,000	$50,000	8
506.0	Director, Student Financial Aid	$39,422	$35,525	$44,775	29
506.1	Associate Director, Student Financial Aid	$27,603	$24,486	$31,800	18
507.0	Director, Food Services	$42,600	$39,141	$46,107	5
508.0	Director, Student Housing	$32,075	$30,000	$37,000	25
508.1	Associate Director, Student Housing	$27,317	$20,000	$31,990	11
508.3	Housing Officer/Residence Life	$21,600	$18,000	$23,000	9
510.0	Director, Foreign Students	$28,[illegible]	$24,800	$33,800	15
511.0	Director, Student Union	$30,000	$23,533	$32,850	17
511.1	Associate Director, Student Union	$18,000	$16,500	$22,800	6
512.0	Director, Student Activities	$35,500	$24,486	$35,500	20
513.0	Director, Student Placement	$36,171	$31,305	$41,350	28
514.0	Director, Student Counseling	$34,500	$32,765	$39,404	24
514.1	Associate Director, Student Counseling	$36,200	$25,000	$36,904	5
515.0	Director, Student Health Services (Physician)	$40,000	$24,550	$78,750	8
516.0	Director, Student Health Services (Nurse Administrator)	$26,024	$23,650	$36,000	15
517.0	Chaplain	$33,759	$27,465	$41,051	12
518.0	Director, Athletics	$56,750	$49,357	$63,000	27
519.0	Director, Sports Information	$23,600	$21,3[illegible]	$27,260	25
521.0	Director, Athletics-Women	$32,370	$25,000	$36,240	7
522.0	Director, Campus Recreation Programs	$26,400	$21,029	$36,295	22

Table 15

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 7,001 OR MORE

CLASSIFICATION: University **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 7,001 thru max enrollment
FTE-ENROLLMENT MEDIAN: 10,523 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $170,500,000 **CASES SELECTED:** 39

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$70,000	$55,000	$113,000	5
101.1	Assistant to the President, System	$44,500	$22,632	$52,500	5
102.0	Chief Executive Officer, Single Institution	$162,000	$129,000	$190,000	23
102.1	Assistant to the President, Single Institution	$60,000	$47,500	$71,423	18
103.0	Executive Vice President	$128,500	$105,000	$134,000	13
ACADEMIC					
201.0	Chief Academic Officer	$106,000	$90,000	$133,000	29
201.1	Director, Conferences	$33,000	$32,000	$44,700	9
202.0	Chief Health Professions Officer	$137,000	$74,000	$182,000	12
203.0	Director, Library Services	$70,000	$58,200	$88,000	30
203.1	Circulation Librarian	$29,050	$24,950	$34,939	27
203.2	Acquisitions Librarian	$33,300	$28,100	$41,110	27
203.3	Technical Services Librarian	$42,030	$31,300	$48,254	23
203.4	Public Services Librarian	$42,289	$34,130	$46,526	20
203.5	Reference Librarian	$34,100	$28,663	$40,958	30
204.0	Director, Institutional Research	$47,000	$37,300	$57,000	25
204.1	Associate Director, Institutional Research	$29,013	$28,786	$35,500	6
205.0	Director, Educational Media Services	$37,250	$30,500	$42,200	15
206.0	Director, Learning Resources Center	$29,314	$25,539	$54,875	12
207.0	Director, International Studies Education	$48,000	$33,500	$61,190	10
208.0	Director, Computer Center Operations/Academic	$60,350	$50,161	$69,000	27
208.1	Associate Director, Computer Center Operations/Academic	$41,170	$40,450	$59,072	10
209.0	Administrator, Grants and Contracts	$50,000	$45,550	$68,000	27
210.0	Dean, Architecture	$75,750	$59,000	$93,000	7
213.0	Dean, Arts and Sciences	$81,800	$69,000	$93,600	25
214.0	Dean, Business	$94,100	$81,000	$110,250	25
215.0	Dean, Communications	$85,000	$65,000	$95,600	7
216.0	Dean, Continuing Education	$69,700	$65,300	$80,500	17
217.0	Dean, Dentistry	$98,010	$76,600	$108,500	10
218.0	Dean, Education	$75,700	$65,370	$80,700	18
219.0	Dean, Engineering	$88,500	$80,300	$103,600	20
221.0	Dean, Extension	$73,300	$65,290	$74,700	5
222.0	Dean, Fine Arts	$72,655	$65,100	$79,600	8
223.0	Dean, Graduate Programs	$76,500	$63,900	$92,000	19
228.0	Dean, Law	$113,400	$95,000	$130,000	23
229.0	Dean, Library and Information Science	$70,000	$65,125	$92,500	5
231.0	Dean, Medicine	$155,975	$130,000	$186,000	12
232.0	Dean, Music	$81,500	$70,200	$91,300	7
233.0	Dean, Nursing	$70,600	$60,500	$76,401	16
239.0	Dean, Social Work	$79,000	$75,000	$83,000	9
ADMINISTRATIVE					
301.0	Chief Business Officer	$100,000	$85,000	$116,900	26
301.1	Director, Health and Safety	$47,498	$37,066	$65,121	17
301.2	Director, Telecommunications	$46,500	$35,900	$55,000	29
302.0	Chief Planning Officer	$71,011	$55,625	$88,700	11
303.0	Chief Budgeting Officer	$54,600	$40,750	$64,500	20
303.1	Associate Budget Director	$44,450	$33,500	$54,700	22
304.0	Chief Planning and Budget Officer	$70,000	$62,500	$94,000	6
305.0	General Counsel	$86,150	$73,850	$102,000	15
305.1	Associate General Counsel	$59,000	$30,000	$64,967	15
306.0	Chief Personnel/Human Resources Officer	$66,000	$50,400	$72,500	27
306.1	Associate Director, Personnel/Human Resources	$44,600	$34,000	$52,290	12
306.2	Manager, Benefits	$35,000	$29,300	$45,000	30
306.3	Manager, Training and Development	$39,000	$30,000	$49,000	15
306.4	Manager, Employee Relations	$35,436	$32,500	$39,000	14
306.5	Manager, Labor Relations	$42,550	$35,310	$58,311	7
306.6	Manager, Employment	$36,800	$30,000	$39,000	25
306.7	Manager, Wage and Salary/Manager, Compensation	$37,000	$33,000	$45,000	20
306.8	Manager, Personnel Information Systems	$35,000	$31,000	$44,316	17
307.0	Director, Affirmative Action/Equal Employment	$54,100	$42,400	$62,000	18
307.1	Associate Director, Affirmative Action/Equal Employment	$35,700	$29,285	$43,862	8
309.0	Director, Computer Center	$58,000	$51,200	$74,100	23
309.1	Associate Director, Computer Center	$54,000	$43,539	$67,000	12
309.2	Data Base Administrator	$42,901	$35,000	$48,509	19
309.3	Systems Analyst I (highest level)	$35,788	$33,000	$42,331	26
309.4	Systems Analyst II (lowest level)	$29,285	$26,629	$35,235	23
309.5	Programmer Analyst I (highest level)	$32,485	$26,000	$35,200	32
309.6	Programmer Analyst II (lowest level)	$23,481	$20,020	$26,629	25
310.0	Director, Computer Center Operations/Administrative	$53,000	$50,294	$69,300	20
310.1	Associate Director, Computer Center Operations/Administrative	$46,092	$40,888	$50,000	9
311.0	Director, Information Systems	$64,300	$48,899	$75,705	15
312.0	Chief, Physical Plant/Facilities Management Officer	$62,500	$53,000	$76,000	34
312.1	Associate Director, Physical Plant/Facilities Management	$47,850	$40,700	$55,500	25
312.2	Manager, Landscape and Grounds	$33,000	$30,038	$39,600	23
312.3	Manager, Building and Maintenance Trades	$35,050	$31,500	$46,000	26
312.4	Manager, Technical Trades	$34,320	$29,500	$44,000	16
312.5	Manager, Custodial Services	$33,750	$30,899	$42,571	20
312.6	Manager, Power Plant	$41,685	$38,211	$48,412	17
313.0	Comptroller	$65,000	$52,850	$78,000	29
313.1	Manager, Payroll	$33,000	$28,733	$38,500	34
314.0	Director, Accounting	$45,500	$36,104	$54,568	29
314.1	Staff Accountant (highest level)	$28,932	$24,328	$33,462	29
314.2	Staff Accountant (lowest level)	$21,248	$19,850	$23,925	26
315.0	Bursar	$40,000	$33,600	$53,500	30
315.1	Associate Bursar	$29,500	$25,500	$38,600	15
316.0	Director, Purchasing	$45,738	$35,840	$51,000	36
316.1	Associate Director, Purchasing	$36,450	$31,500	$43,000	19
317.0	Director, Bookstore	$44,500	$36,000	$51,800	21
317.1	Associate Director, Bookstore	$33,075	$25,000	$36,000	12

Table 15

PRIVATE UNIVERSITIES WITH ENROLLMENTS OF 7,001 OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
318.0	Director, Internal Audit	$49,000	$41,000	$59,301	31
319.0	Director, Auxiliary Services	$58,000	$48,407	$64,100	16
319.1	Manager, Mail Services	$28,000	$22,000	$33,000	23
320.0	Director, Campus Security	$42,578	$38,160	$53,000	34
321.0	Director, Risk Management and Insurance	$46,600	$37,000	$57,000	22
322.0	Administrator, Hospital Medical Center	$137,500	$122,750	$168,500	6
322.1	Director, Medical Center Public Relations/Affairs	$50,242	$47,096	$60,000	13
322.2	Director, Medical Center Personnel	$48,750	$42,400	$61,400	6
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$83,000	$74,250	$100,000	24
401.1	Director, Annual Giving	$46,600	$39,156	$55,300	31
401.2	Director, Corporate/Foundation Relations	$47,500	$39,000	$58,700	30
401.3	Coordinator, Resource Development	$35,500	$27,902	$40,750	16
401.4	Director, Estate Planning	$51,775	$48,321	$62,000	18
402.0	Chief Public Relations Officer	$62,964	$49,442	$75,000	28
402.1	Director, Governmental/Legislative Relations	$68,600	$51,000	$79,155	15
403.0	Chief Development and Public Relations Officer	$98,000	$70,000	$130,000	7
404.0	Director, Alumni Affairs	$50,400	$39,000	$62,000	32
406.0	Director, Special and Deferred Gifts	$50,000	$45,016	$56,763	18
408.0	Director, Community Services	$53,000	$35,000	$64,400	8
409.0	Director, Publications	$38,934	$32,500	$49,000	31
409.1	Associate Director, Publications	$37,400	$32,564	$41,752	6
409.2	Manager, Printing Services	$35,500	$29,250	$42,571	22
410.0	Director, Information Office	$41,450	$37,400	$65,625	18
411.0	Director, News Bureau	$43,248	$35,299	$49,500	11
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$73,500	$55,000	$83,500	27
502.0	Director, Admissions	$54,000	$44,000	$63,500	36
502.1	Associate Director, Admissions	$36,217	$32,100	$44,275	32
502.2	Assistant Director, Admissions	$27,450	$24,543	$32,000	26
504.0	Registrar	$49,000	$42,120	$56,100	32
504.1	Associate Registrar	$37,070	$28,882	$42,350	24
504.2	Assistant Registrar	$25,945	$23,650	$29,178	22
505.0	Director, Admissions and Financial Aid	$68,000	$50,000	$89,500	8
506.0	Director, Student Financial Aid	$46,300	$39,458	$49,200	37
506.1	Associate Director, Student Financial Aid	$33,663	$26,425	$40,000	25
507.0	Director, Food Services	$48,300	$41,665	$60,000	12
507.1	Associate Director, Food Services	$39,500	$32,080	$41,500	6
508.0	Director, Student Housing	$47,250	$32,738	$55,650	29
508.1	Associate Director, Student Housing	$31,800	$25,762	$38,803	21
508.2	Housing Officer/Administrative Operations	$36,000	$32,552	$39,000	11
508.3	Housing Officer/Residence Life	$31,000	$22,000	$34,400	22
508.4	Housing Officer/Family Housing	$30,640	$29,600	$31,384	5
509.0	Director, Housing and Food Service	$60,833	$49,750	$70,000	5
510.0	Director, Foreign Students	$35,600	$26,400	$39,995	24
511.0	Director, Student Union	$40,837	$34,500	$51,000	22
511.1	Associate Director, Student Union	$27,664	$26,553	$33,350	10
511.2	Student Union Business Manager	$30,000	$25,000	$33,000	9
512.0	Director, Student Activities	$31,200	$27,602	$40,800	22
513.0	Director, Student Placement	$39,683	$36,000	$45,000	32
514.0	Director, Student Counseling	$44,000	$34,361	$50,778	31
514.1	Associate Director, Student Counseling	$32,883	$29,664	$38,465	14
515.0	Director, Student Health Services (Physician Administrator)	$80,000	$70,000	$89,095	23
516.0	Director, Student Health Services (Nurse Administrator)	$33,266	$28,320	$36,225	18
517.0	Chaplain	$42,500	$29,725	$46,900	17
518.0	Director, Athletics	$73,662	$55,600	$86,000	29
519.0	Director, Sports Information	$29,000	$25,550	$33,000	31
520.0	Director, Athletics/Men	$47,450	$41,912	$49,600	7
521.0	Director, Athletics/Women	$32,690	$28,560	$45,000	15
522.0	Director, Campus Recreation/Intramurals	$35,774	$25,570	$40,750	23

Table 16

ALL 4-YEAR COLLEGES

CLASSIFICATION: 4-Yr College SOURCE OF SUPPORT: Not specified FTE-ENROLLMENT RANGE: Not specified FTE-ENROLLMENT MEDIAN: 1,154
1987/1988 BUDGET RANGE: Not specified 1987/1988 BUDGET MEDIAN: $10,118,740 CASES SELECTED: 538

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$67,600	$56,960	$75,500	8
102.0	Chief Executive Officer, Single Institution	$73,226	$59,396	$85,000	503
102.1	Assistant to the President, Single Institution	$34,695	$26,500	$45,486	222
103.0	Executive Vice President	$56,000	$46,710	$71,500	92
ACADEMIC					
201.0	Chief Academic Officer	$52,513	$42,150	$64,000	505
201.1	Director, Conferences	$26,000	$22,000	$31,400	66
202.0	Chief Health Professions Officer	$31,250	$21,000	$57,783	10
203.0	Director, Library Services	$32,970	$26,563	$41,446	484
203.1	Circulation Librarian	$23,000	$16,800	$25,710	180
203.2	Acquisitions Librarian	$23,940	$18,600	$28,040	186
203.3	Technical Services Librarian	$23,340	$19,214	$28,222	261
203.4	Public Services Librarian	$23,930	$19,876	$29,000	146
203.5	Reference Librarian	$22,340	$18,606	$27,088	270
204.0	Director, Institutional Research	$33,044	$26,000	$41,000	131
204.1	Associate Director, Institutional Research	$31,448	$18,200	$33,741	19
205.0	Director, Educational Media Services	$24,223	$20,002	$29,739	203
206.0	Director, Learning Resources Center	$26,092	$22,066	$33,586	150
207.0	Director, International Studies Education	$43,000	$24,600	$42,000	48
208.0	Director, Computer Center Operations/Academic	$35,000	$27,059	$41,200	182
208.1	Associate Director, Computer Center Operations/Academic	$26,900	$21,000	$35,655	56
209.0	Administrator, Grants and Contracts	$31,000	$23,288	$38,500	89
210.0	Dean, Architecture	$57,600	$56,540	$61,300	5
212.0	Dean, Arts and Letters	$41,712	$35,261	$50,033	22
213.0	Dean, Arts and Sciences	$52,500	$41,169	$62,567	95
214.0	Dean, Business	$49,000	$36,400	$60,000	138
215.0	Dean, Communications	$33,000	$26,666	$53,500	19
216.0	Dean, Continuing Education	$38,200	$30,440	$48,000	154
218.0	Dean, Education	$42,767	$32,172	$54,000	109
219.0	Dean, Engineering	$50,604	$37,650	$60,000	24
221.0	Dean, Extension	$25,316	$25,750	$42,000	9
222.0	Dean, Fine Arts	$41,076	$32,975	$49,986	49
223.0	Dean, Graduate Programs	$43,600	$34,851	$52,003	80
224.0	Dean, Health-Related Professions	$40,000	$32,101	$59,244	22
226.0	Dean, Humanities	$34,355	$27,464	$44,865	63
227.0	Dean, Instruction	$44,000	$38,600	$45,000	5
228.0	Dean, Law	$85,011	$74,000	$94,950	6
229.0	Dean, Library and Information Services	$46,068	$34,650	$49,953	5
230.0	Dean, Mathematics	$30,600	$27,000	$40,400	27
232.0	Dean, Music	$36,050	$26,300	$51,563	28
233.0	Dean, Nursing	$39,800	$34,810	$50,319	51
234.0	Dean, Occupational Studies/Vocational Education/Technology	$47,601	$35,600	$51,660	19
237.0	Dean, Sciences	$38,169	$30,185	$51,000	76
238.0	Dean, Social Sciences	$34,283	$29,050	$42,400	62
239.0	Dean, Social Work	$43,177	$30,000	$56,450	16
240.0	Dean, Special Programs	$31,849	$29,800	$53,320	26
241.0	Dean, Undergraduate Programs	$42,589	$37,500	$55,508	39
ADMINISTRATIVE					
301.0	Chief Business Officer	$50,000	$40,048	$63,850	497
301.1	Director, Health and Safety	$30,369	$22,000	$36,384	16
301.2	Director, Telecommunications	$26,000	$19,000	$31,859	47
302.0	Chief Planning Officer	$45,150	$36,920	$52,816	52
303.0	Chief Budgeting Officer	$43,015	$35,776	$49,140	98
303.1	Associate Budget Director	$33,436	$24,000	$37,125	36
304.0	Chief Planning and Budget Officer	$43,000	$31,600	$53,000	23
305.0	General Counsel	$53,655	$35,000	$61,479	16
306.0	Chief Personnel/Human Resources Officer	$33,622	$26,500	$41,700	206
306.1	Associate Director, Personnel/Human Resources	$25,950	$23,215	$31,200	60
306.2	Manager, Benefits	$22,155	$19,000	$26,988	53
306.3	Manager, Training and Development	$21,200	$18,648	$29,000	8
306.4	Manager, Employee Relations	$25,440	$19,000	$31,000	7
306.6	Manager, Employment	$22,000	$19,000	$27,300	26
306.7	Manager, Wage and Salary/Manager, Compensation	$19,000	$18,298	$29,435	14
306.8	Manager, Personnel Information Systems	$21,500	$20,191	$26,308	8
307.0	Director, Affirmative Action/Equal Employment	$34,703	$30,470	$40,023	37
308.0	Director, Personnel and Affirmative Action	$29,463	$23,000	$37,370	74
309.0	Director, Computer Center	$35,000	$26,125	$43,975	283
309.1	Associate Director, Computer Center	$27,500	$20,800	$33,352	80
309.2	Data Base Administrator	$29,700	$23,000	$36,000	34
309.3	Systems Analyst I (highest level)	$27,105	$23,009	$35,500	77
309.4	Systems Analyst II (lowest level)	$22,000	$18,200	$26,400	48
309.5	Programmer Analyst I (highest level)	$24,587	$20,000	$29,412	130
309.6	Programmer Analyst II (lowest level)	$20,740	$18,000	$23,929	104
310.0	Director, Computer Center Operations/Administrative	$33,000	$24,000	$40,000	112
310.1	Associate Director, Computer Center Operations/Administrative	$27,000	$22,608	$36,400	46
311.0	Director, Information Systems	$39,000	$30,000	$47,148	50
312.0	Chief, Physical Plant/Facilities Management Office	$34,795	$27,744	$41,763	428
312.1	Associate Director, Physical Plant/Facilities Management	$27,662	$23,563	$34,000	162
312.2	Manager, Landscape and Grounds	$25,122	$19,147	$28,000	168
312.3	Manager, Building and Maintenance Trades	$26,136	$23,164	$30,500	132
312.4	Manager, Technical Trades	$27,125	$22,000	$30,300	44
312.5	Manager, Custodial Services	$22,000	$18,207	$25,835	212
312.6	Manager, Power Plant	$30,597	$23,929	$34,523	49
313.0	Comptroller	$35,200	$29,400	$41,878	293
313.1	Manager, Payroll	$19,672	$16,353	$24,950	159
314.0	Director, Accounting	$27,638	$22,300	$33,700	175
314.1	Staff Accountant (highest level)	$22,000	$17,858	$25,600	124
314.2	Staff Accountant (lowest level)	$17,736	$15,000	$21,000	104
315.0	Bursar	$25,700	$19,200	$31,692	115

Table 16

ALL 4-YEAR COLLEGES (continued)

POS	TITLE	MED	Q1	Q3	N
315.1	Associate Bursar	$20,000	$16,500	$26,265	27
316.0	Director, Purchasing	$27,086	$21,268	$33,044	193
316.1	Associate Director, Purchasing	$20,304	$15,250	$28,516	28
317.0	Director, Bookstore	$20,000	$15,900	$25,300	331
317.1	Associate Director, Bookstore	$16,224	$13,356	$19,200	42
318.0	Director, Internal Audit	$32,689	$26,399	$38,316	32
319.0	Director, Auxiliary Services	$33,431	$29,676	$40,008	77
319.1	Manager, Mail Services	$14,809	$12,863	$18,872	153
320.0	Director, Campus Security	$24,500	$18,340	$30,365	294
321.0	Director, Risk Management and Insurance	$28,500	$23,300	$32,394	8
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$46,000	$37,700	$56,700	395
401.1	Director, Annual Giving	$27,624	$23,524	$33,000	214
401.2	Director, Corporate/Foundation Relations	$32,000	$28,000	$38,500	123
401.3	Coordinator, Resource Development	$22,260	$18,725	$28,000	70
401.4	Director, Estate Planning	$35,500	$28,750	$42,328	64
402.0	Chief Public Relations Officer	$29,500	$24,000	$38,225	296
402.1	Director, Governmental/Legislative Relations	$31,000	$30,900	$32,500	6
403.0	Chief Development and Public Relations Officer	$46,166	$35,060	$58,000	65
404.0	Director, Alumni Affairs	$25,357	$21,000	$30,925	382
405.0	Director, Development and Alumni Affairs	$37,200	$32,000	$41,800	49
406.0	Director, Special and Deferred Gifts	$30,750	$26,000	$40,000	93
407.0	Director, Church Relations	$26,125	$19,630	$32,200	67
408.0	Director, Community Services	$25,750	$22,700	$37,650	28
409.0	Director, Publications	$26,300	$20,069	$31,008	151
409.1	Associate Director, Publications	$19,000	$15,500	$22,932	42
409.2	Manager, Printing Services	$20,255	$16,180	$24,408	126
410.0	Director, Information Office	$25,900	$21,000	$32,172	133
411.0	Director, News Bureau	$23,100	$18,720	$28,000	79
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$40,450	$32,500	$49,400	497
502.0	Director, Admissions	$34,800	$28,000	$41,000	428
502.1	Associate Director, Admissions	$24,067	$20,345	$28,613	256
502.2	Assistant Director, Admissions	$19,900	$17,000	$22,000	263
503.0	Director, Admissions and Registrar	$36,000	$30,388	$42,810	31
504.0	Registrar	$29,525	$23,775	$35,500	475
504.1	Associate Registrar	$24,000	$19,760	$29,200	84
504.2	Assistant Registrar	$19,950	$16,300	$23,600	156
505.0	Director, Admissions and Financial Aid	$42,244	$34,000	$48,434	79
506.0	Director, Student Financial Aid	$28,140	$22,700	$34,000	486
506.1	Associate Director, Student Financial Aid	$20,000	$17,749	$24,000	203
507.0	Director, Food Services	$28,000	$23,023	$36,000	131
507.1	Associate Director, Food Services	$21,600	$17,390	$27,750	53
508.0	Director, Student Housing	$23,580	$18,600	$29,000	302
508.1	Associate Director, Student Housing	$20,580	$17,000	$26,194	75
508.2	Housing Officer/Administrative Operations	$20,904	$17,000	$27,000	21
508.3	Housing Officer/Residence Life	$17,680	$15,647	$23,373	101
509.0	Director, Housing and Food Service	$36,050	$26,350	$45,000	7
510.0	Director, Foreign Students	$24,693	$20,000	$31,153	59
511.0	Director, Student Union	$27,200	$20,795	$31,600	109
511.1	Associate Director, Student Union	$21,384	$17,500	$26,318	25
511.2	Student Union Business Manager	$21,794	$19,000	$30,450	6
512.0	Director, Student Activities	$22,488	$18,509	$27,300	273
513.0	Director, Student Placement	$26,000	$21,320	$31,150	365
514.0	Director, Student Counseling	$28,000	$22,015	$34,200	315
514.1	Associate Director, Student Counseling	$22,000	$19,470	$29,400	54
515.0	Director, Student Health Services (Physician Administrator)	$35,250	$22,873	$64,800	74
516.0	Director, Student Health Services (Nurse Administrator)	$20,810	$17,139	$25,550	254
517.0	Chaplain	$25,258	$20,500	$30,680	218
518.0	Director, Athletics	$34,500	$27,000	$42,139	392
519.0	Director, Sports Information	$19,500	$16,400	$23,750	147
520.0	Director, Athletics/Men	$32,400	$22,420	$40,613	25
521.0	Director, Athletics/Women	$24,777	$21,279	$29,800	51
522.0	Director, Campus Recreation/Intramurals	$23,315	$19,000	$30,150	105

Table 17

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS OF 2,000 OR LESS

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Zero thru 2,000 **FTE-ENROLLMENT MEDIAN:** 1,483
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $8,764,000 **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$71,715	$59,000	$75,300	28
102.1	Assistant to the President, Single Institution	$33,548	$24,259	$40,865	12
ACADEMIC					
201.0	Chief Academic Officer	$55,300	$47,500	$61,625	28
203.0	Director, Library Services	$34,000	$30,847	$37,600	28
203.1	Circulation Librarian	$21,000	$20,300	$26,400	9
203.2	Acquisitions Librarian	$25,303	$20,100	$27,547	10
203.3	Technical Services Librarian	$22,639	$21,500	$25,296	16
203.4	Public Services Librarian	$22,809	$22,000	$26,265	7
203.5	Reference Librarian	$24,254	$22,680	$31,061	13
204.0	Director, Institutional Research	$38,000	$27,300	$42,000	11
205.0	Director, Educational Media Services	$28,000	$24,516	$33,144	14
206.0	Director, Learning Resources Center	$30,000	$27,999	$34,496	8
208.0	Director, Computer Center Operations/Academic	$36,300	$27,973	$51,948	8
213.0	Dean, Arts and Sciences	$47,307	$45,000	$54,264	5
214.0	Dean, Business	$46,699	$36,737	$56,624	9
216.0	Dean, Continuing Education	$47,300	$42,000	$50,000	11
218.0	Dean, Education	$46,056	$38,000	$49,440	13
222.0	Dean, Fine Arts	$34,360	$31,916	$54,800	7
223.0	Dean, Graduate Programs	$48,000	$38,449	$52,000	6
226.0	Dean, Humanities	$38,779	$36,801	$50,800	6
237.0	Dean, Sciences	$41,250	$40,046	$53,300	8
238.0	Dean, Social Sciences	$36,144	$32,356	$44,624	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$48,579	$44,003	$59,400	30
303.0	Chief Budgeting Officer	$37,000	$33,525	$39,000	6
306.0	Chief Personnel/Human Resources Officer	$34,429	$27,847	$37,275	9
308.0	Director, Personnel and Affirmative Action	$29,460	$23,706	$60,401	8
309.0	Director, Computer Center	$33,627	$29,200	$38,386	20
312.0	Chief, Physical Plant/Facilities Management Officer	$33,470	$30,957	$37,896	29
312.1	Associate Director, Physical Plant/Facilities Management	$26,472	$18,306	$27,694	8
312.2	Manager, Landscape and Grounds	$20,344	$14,774	$25,841	10
312.3	Manager, Building and Maintenance Trades	$20,000	$19,273	$28,752	6
312.5	Manager, Custodial Services	$18,356	$14,852	$22,478	12
313.0	Comptroller	$32,350	$28,522	$38,528	12
313.1	Manager, Payroll	$19,848	$16,796	$25,590	7
314.0	Director, Accounting	$31,131	$27,435	$32,624	11
314.1	Staff Accountant (highest level)	$26,376	$21,840	$27,149	5
314.2	Staff Accountant (lowest level)	$17,176	$14,830	$19,896	6
316.0	Director, Purchasing	$24,936	$22,757	$31,984	16
317.0	Director, Bookstore	$21,699	$18,000	$26,269	16
319.0	Director, Auxiliary Services	$37,000	$37,000	$37,392	5
320.0	Director, Campus Security	$21,912	$18,000	$28,256	13
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$41,189	$39,307	$46,600	13
402.0	Chief Public Relations Officer	$29,472	$27,600	$32,794	16
404.0	Director, Alumni Affairs	$25,000	$20,019	$30,004	10
405.0	Director, Development and Alumni Affairs	$29,427	$29,409	$41,800	6
410.0	Director, Information Office	$25,017	$22,190	$26,773	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$41,802	$39,098	$46,707	30
502.0	Director, Admissions	$31,418	$26,500	$36,089	20
502.1	Associate Director, Admissions	$18,000	$16,992	$26,202	5
502.2	Assistant Director, Admissions	$20,419	$15,996	$22,050	12
503.0	Director, Admissions and Registrar	$34,726	$34,500	$40,950	6
504.0	Registrar	$31,900	$26,050	$34,895	22
504.2	Assistant Registrar	$25,057	$21,002	$26,258	5
505.0	Director, Admissions and Financial Aid	$33,012	$30,325	$45,000	5
506.0	Director, Student Financial Aid	$29,200	$26,000	$32,393	25
506.1	Associate Director, Student Financial Aid	$21,086	$18,475	$26,355	7
507.0	Director, Food Services	$25,100	$21,515	$34,411	7
508.0	Director, Student Housing	$23,929	$20,000	$31,345	16
511.0	Director, Student Union	$30,000	$17,968	$27,185	6
512.0	Director, Student Activities	$20,803	$18,000	$27,100	14
513.0	Director, Student Placement	$25,260	$20,351	$29,931	24
514.0	Director, Student Counseling	$26,412	$24,235	$32,960	18
516.0	Director, Student Health Services (Nurse Administrator)	$18,612	$17,489	$20,000	8
518.0	Director, Athletics	$35,216	$29,540	$43,202	26
522.0	Director, Campus Recreation/Intramurals	$23,449	$21,649	$26,485	6

Table 18

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS OF 2,001 TO 3,000

CLASSIFICATION: 4-Yr College SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: 2,001 thru 3,000 FTE-ENROLLMENT MEDIAN: 2,596
1987/1988 BUDGET RANGE: Not specified. 1987/1988 BUDGET MEDIAN: $13,045,230 CASES SELECTED: 28

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$72,400	$65,182	$76,500	28
102.1	Assistant to the President, Single Institution	$40,000	$32,025	$45,486	16
ACADEMIC					
201.0	Chief Academic Officer	$62,000	$51,118	$69,747	26
203.0	Director, Library Services	$38,000	$35,200	$49,400	26
203.1	Circulation Librarian	$25,050	$13,320	$30,180	11
203.2	Acquisitions Librarian	$24,400	$18,828	$28,728	14
203.3	Technical Services Librarian	$28,595	$22,200	$31,531	19
203.4	Public Services Librarian	$25,428	$21,804	$27,508	12
203.5	Reference Librarian	$25,056	$19,589	$28,976	18
204.0	Director, Institutional Research	$37,000	$31,235	$45,500	11
205.0	Director, Educational Media Services	$29,400	$25,178	$31,900	13
206.0	Director, Learning Resources Center	$27,796	$24,345	$37,333	12
208.0	Director, Computer Center Operations/Academic	$36,159	$31,624	$42,548	11
209.0	Administrator, Grants and Contracts	$29,500	$22,000	$30,876	8
212.0	Dean, Arts and Letters	$46,668	$38,396	$50,400	7
213.0	Dean, Arts and Sciences	$50,000	$49,440	$60,000	10
214.0	Dean, Business	$52,200	$42,792	$59,800	19
216.0	Dean, Continuing Education	$36,140	$32,829	$42,780	10
218.0	Dean, Education	$47,630	$37,952	$53,500	14
219.0	Dean, Engineering	$50,604	$38,242	$59,012	5
237.0	Dean, Sciences	$40,800	$33,657	$52,400	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$59,244	$52,900	$63,097	27
301.2	Director, Telecommunications	$26,232	$24,120	$35,000	5
303.0	Chief Budgeting Officer	$40,140	$35,742	$50,138	10
306.0	Chief Personnel/Human Resources Officer	$36,327	$28,000	$37,370	12
306.1	Associate Director, Personnel/Human Resources	$31,261	$29,898	$32,881	5
307.0	Director, Affirmative Action/Equal Employment	$36,227	$30,600	$48,000	6
308.0	Director, Personnel and Affirmative Action	$30,265	$21,278	$37,370	11
309.0	Director, Computer Center	$39,292	$32,577	$48,496	19
309.1	Associate Director, Computer Center	$34,172	$31,078	$38,244	5
309.3	Systems Analyst I (highest level)	$26,418	$21,272	$26,988	5
309.5	Programmer Analyst I (highest level)	$25,836	$22,815	$34,172	12
309.6	Programmer Analyst II (lowest level)	$23,929	$22,195	$27,181	9
310.0	Director, Computer Center Operations/Administrative	$37,416	$36,200	$45,792	8
312.0	Chief, Physical Plant/Facilities Management Officer	$36,675	$32,892	$41,424	26
312.1	Associate Director, Physical Plant/Facilities Management	$27,720	$26,500	$31,776	13
312.2	Manager, Landscape and Grounds	$20,868	$19,147	$21,889	16
312.3	Manager, Building and Maintenance Trades	$25,613	$23,929	$29,025	12
312.5	Manager, Custodial Services	$20,933	$18,888	$24,500	14
312.6	Manager, Power Plant	$26,169	$23,929	$31,838	5
313.0	Comptroller	$34,172	$32,689	$37,888	16
313.1	Manager, Payroll	$25,000	$22,887	$26,604	9
314.0	Director, Accounting	$31,261	$25,500	$36,575	12
314.1	Staff Accountant (highest level)	$22,889	$20,445	$36,000	6
314.2	Staff Accountant (lowest level)	$20,540	$20,400	$20,933	5
315.0	Bursar	$23,929	$22,016	$38,219	10
316.0	Director, Purchasing	$25,700	$23,256	$30,852	21
317.0	Director, Bookstore	$26,169	$20,700	$27,353	19
318.0	Director, Internal Audit	$32,689	$31,620	$37,370	5
319.0	Director, Auxiliary Services	$34,318	$32,400	$40,572	7
319.1	Manager, Mail Services	$17,571	$15,323	$20,323	9
320.0	Director, Campus Security	$27,153	$22,440	$32,063	23
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$50,000	$43,404	$50,000	9
401.1	Director, Annual Giving	$33,307	$33,000	$34,000	5
402.0	Chief Public Relations Officer	$36,327	$26,868	$44,997	14
404.0	Director, Alumni Affairs	$26,962	$21,748	$32,508	15
405.0	Director, Development and Alumni Affairs	$37,272	$33,000	$40,443	5
409.0	Director, Publications	$33,644	$31,736	$38,200	5
409.2	Manager, Printing Services	$20,750	$16,254	$30,306	9
410.0	Director, Information Office	$25,000	$21,516	$31,736	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$50,000	$42,950	$53,340	28
502.0	Director, Admissions	$33,315	$29,652	$39,870	20
502.1	Associate Director, Admissions	$26,900	$22,000	$28,025	11
502.2	Assistant Director, Admissions	$23,600	$20,120	$27,588	11
503.0	Director, Admissions and Registrar	$40,000	$32,363	$41,000	5
504.0	Registrar	$36,900	$34,485	$38,556	20
504.2	Assistant Registrar	$22,287	$20,000	$27,071	11
506.0	Director, Student Financial Aid	$31,872	$29,172	$35,825	25
506.1	Associate Director, Student Financial Aid	$22,114	$17,256	$24,732	14
507.0	Director, Food Services	$29,300	$25,840	$30,480	5
508.0	Director, Student Housing	$26,520	$24,560	$30,840	16
508.1	Associate Director, Student Housing	$17,663	$17,112	$27,759	6
508.3	Housing Officer/Residence Life	$28,342	$25,212	$29,115	5
510.0	Director, Foreign Students	$25,968	$22,575	$29,500	5
511.0	Director, Student Union	$30,780	$26,200	$33,792	11
512.0	Director, Student Activities	$28,110	$24,500	$31,500	17
513.0	Director, Student Placement	$30,000	$26,000	$32,533	21
514.0	Director, Student Counseling	$32,300	$28,936	$37,400	21
514.1	Associate Director, Student Counseling	$27,200	$24,900	$36,988	5
515.0	Director, Student Health Services (Physician Administrator)	$41,000	$22,800	$53,978	5
516.0	Director, Student Health Services (Nurse Administrator)	$24,321	$19,261	$30,000	13
518.0	Director, Athletics	$39,084	$36,500	$47,000	26
519.0	Director, Sports Information	$20,100	$18,215	$26,886	12
522.0	Director, Campus Recreation/Intramurals	$25,581	$18,984	$31,510	11

Table 19

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS OF 3,001 TO 4,000

CLASSIFICATION: 4-Yr College SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: 3,001 thru 4,000 FTE-ENROLLMENT MEDIAN: 3,500
1987/1988 BUDGET RANGE: Not specified. 1987/1988 BUDGET MEDIAN: $14,664,656 CASES SELECTED: 20

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$75,000	$63,750	$81,310	20
102.1	Assistant to the President, Single Institution	$43,322	$34,164	$54,100	7
ACADEMIC					
201.0	Chief Academic Officer	$63,750	$49,468	$66,189	20
203.0	Director, Library Services	$42,070	$37,862	$46,068	16
203.1	Circulation Librarian	$21,672	$14,580	$22,196	9
203.2	Acquisitions Librarian	$21,504	$13,680	$27,216	12
203.3	Technical Services Librarian	$25,056	$22,706	$27,420	10
203.4	Public Services Librarian	$22,008	$19,740	$29,000	10
203.5	Reference Librarian	$26,448	$21,348	$29,100	14
204.0	Director, Institutional Research	$34,611	$21,924	$40,758	9
205.0	Director, Educational Media Services	$29,800	$24,972	$38,934	9
208.0	Director, Computer Center Operations/Academic	$36,700	$32,158	$43,044	10
213.0	Dean, Arts and Sciences	$53,000	$51,510	$63,612	10
214.0	Dean, Business	$46,378	$26,460	$56,000	12
216.0	Dean, Continuing Education	$37,704	$33,394	$47,273	9
218.0	Dean, Education	$50,000	$41,450	$55,317	12
223.0	Dean, Graduate Programs	$52,003	$49,071	$62,764	6
237.0	Dean, Sciences	$51,000	$30,648	$57,220	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$58,200	$40,236	$62,050	20
302.0	Chief Planning Officer	$37,000	$21,984	$46,788	8
303.0	Chief Budgeting Officer	$35,808	$26,014	$48,800	10
306.0	Chief Personnel/Human Resources Officer	$33,360	$30,924	$42,303	11
306.1	Associate Director, Personnel/Human Resources	$24,000	$20,691	$31,200	5
309.0	Director, Computer Center	$40,000	$36,000	$43,785	13
309.5	Programmer Analyst I (highest level)	$23,562	$21,682	$27,602	7
310.0	Director, Computer Center Operations/Administrative	$33,700	$19,440	$33,000	5
312.0	Chief, Physical Plant/Facilities Management Officer	$40,000	$33,204	$47,316	20
312.1	Associate Director, Physical Plant/Facilities Management	$30,800	$26,123	$40,478	6
312.2	Manager, Landscape and Grounds	$23,528	$22,440	$28,609	8
312.3	Manager, Building and Maintenance Trades	$26,148	$24,276	$28,654	8
312.5	Manager, Custodial Services	$19,196	$17,136	$21,516	10
313.0	Comptroller	$16,604	$15,400	$43,266	9
313.1	Manager, Payroll	$18,533	$14,100	$20,616	7
314.0	Director, Accounting	$31,800	$25,760	$35,712	11
314.2	Staff Accountant (lowest level)	$18,231	$13,380	$21,976	6
315.0	Bursar	$22,992	$11,820	$23,500	5
316.0	Director, Purchasing	$29,440	$25,268	$31,130	19
317.0	Director, Bookstore	$25,500	$22,440	$29,519	12
319.1	Manager, Mail Services	$15,557	$11,400	$16,284	5
320.0	Director, Campus Security	$24,708	$22,775	$32,000	17
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$46,000	$34,000	$59,610	8
402.0	Chief Public Relations Officer	$28,350	$27,552	$32,100	8
403.0	Chief Development and Public Relations Officer	$51,652	$47,303	$55,020	5
404.0	Director, Alumni Affairs	$27,396	$21,764	$29,138	12
409.0	Director, Publications	$30,000	$28,464	$32,307	6
410.0	Director, Information Office	$30,600	$27,108	$31,900	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$51,540	$39,360	$58,000	19
502.0	Director, Admissions	$30,000	$14,640	$40,416	14
502.1	Associate Director, Admissions	$32,115	$29,336	$32,895	5
503.0	Director, Admissions and Registrar	$35,020	$35,000	$43,009	6
504.0	Registrar	$38,400	$21,600	$41,406	15
504.2	Assistant Registrar	$19,341	$15,878	$24,300	7
506.0	Director, Student Financial Aid	$34,000	$22,705	$35,220	19
506.1	Associate Director, Student Financial Aid	$26,004	$19,760	$28,970	5
508.0	Director, Student Housing	$30,000	$26,600	$32,004	9
508.1	Associate Director, Student Housing	$24,563	$19,000	$30,360	5
511.0	Director, Student Union	$35,425	$31,600	$39,614	7
512.0	Director, Student Activities	$28,450	$21,300	$30,100	12
513.0	Director, Student Placement	$30,000	$22,236	$39,339	16
514.0	Director, Student Counseling	$31,424	$21,689	$34,545	18
515.0	Director, Student Health Services (Physician Administrator)	$25,390	$24,000	$57,156	6
516.0	Director, Student Health Services (Nurse Administrator)	$24,000	$16,452	$28,019	10
518.0	Director, Athletics	$42,400	$39,744	$45,000	16
519.0	Director, Sports Information	$22,236	$17,306	$23,041	5
522.0	Director, Campus Recreation/Intramurals	$25,500	$20,712	$29,791	7

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Table 20

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS OF 4,001 OR MORE

CLASSIFICATION: 4-Yr College SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: 4,001 thru max enrollment
FTE-ENROLLMENT MEDIAN: 5,984 1987/1988 BUDGET RANGE: Not specified. 1987/1988 BUDGET MEDIAN: $30,759,000 CASES SELECTED: 29

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$83,004	$77,100	$84,500	29
102.1	Assistant to the President, Single Institution	$47,313	$40,236	$52,800	21
ACADEMIC					
201.0	Chief Academic Officer	$70,391	$67,061	$79,000	29
201.1	Director, Conferences	$32,293	$26,910	$38,100	8
203.0	Director, Library Services	$50,820	$46,725	$57,421	25
203.1	Circulation Librarian	$26,410	$24,155	$40,300	13
203.2	Acquisitions Librarian	$30,411	$23,200	$34,814	16
203.3	Technical Services Librarian	$34,080	$29,120	$41,190	15
203.4	Public Services Librarian	$33,314	$25,346	$38,869	11
203.5	Reference Librarian	$29,489	$26,410	$32,700	16
204.0	Director, Institutional Research	$41,130	$37,253	$51,750	16
204.1	Associate Director, Institutional Research	$33,600	$32,712	$35,400	6
205.0	Director, Educational Media Services	$44,124	$34,685	$47,245	12
206.0	Director, Learning Resources Center	$39,239	$33,837	$41,000	14
207.0	Director, International Studies Education	$56,148	$42,300	$60,000	6
208.0	Director, Computer Center Operations/Academic	$46,700	$40,404	$48,863	13
208.1	Associate Director, Computer Center Operations/Academic	$38,014	$35,670	$42,177	5
209.0	Administrator, Grants and Contracts	$42,569	$31,302	$46,435	17
213.0	Dean, Arts and Sciences	$63,302	$61,336	$70,419	18
214.0	Dean, Business	$63,302	$56,758	$70,980	22
216.0	Dean, Continuing Education	$55,320	$48,000	$59,000	15
218.0	Dean, Education	$60,000	$54,000	$63,060	20
222.0	Dean, Fine Arts	$50,000	$47,264	$57,840	5
223.0	Dean, Graduate Programs	$52,952	$50,000	$59,560	10
224.0	Dean, Health-Related Professions	$70,980	$62,600	$72,432	5
233.0	Dean, Nursing	$61,042	$57,096	$62,040	5
237.0	Dean, Sciences	$55,000	$48,500	$65,000	7
238.0	Dean, Social Sciences	$58,776	$46,486	$58,900	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$67,800	$58,930	$70,875	28
301.1	Director, Health and Safety	$31,500	$21,343	$34,332	9
301.2	Director, Telecommunications	$32,025	$30,197	$32,754	9
303.0	Chief Budgeting Officer	$45,326	$43,531	$50,800	18
303.1	Associate Budget Director	$34,000	$33,508	$37,125	8
306.0	Chief Personnel/Human Resources Officer	$48,318	$42,367	$56,624	23
306.1	Associate Director, Personnel/Human Resources	$30,651	$25,742	$36,400	12
306.2	Manager, Benefits	$26,988	$25,082	$32,343	9
306.6	Manager, Employment	$27,750	$25,138	$29,596	5
307.0	Director, Affirmative Action/Equal Employment	$38,800	$34,278	$40,623	17
308.0	Director, Personnel and Affirmative Action	$42,518	$40,648	$51,000	6
309.0	Director, Computer Center	$52,000	$43,451	$53,430	20
309.1	Associate Director, Computer Center	$35,663	$31,500	$36,896	5
309.2	Data Base Administrator	$42,156	$31,136	$49,416	7
309.3	Systems Analyst I (highest level)	$37,800	$31,500	$40,793	9
309.4	Systems Analyst II (lowest level)	$26,500	$25,290	$38,010	6
309.5	Programmer Analyst I (highest level)	$29,831	$24,605	$34,128	17
309.6	Programmer Analyst II (lowest level)	$24,200	$19,800	$26,779	12
310.0	Director, Computer Center Operations/Administrative	$44,129	$39,200	$48,811	9
311.0	Director, Information Systems	$43,400	$40,040	$47,148	6
312.0	Chief, Physical Plant/Facilities Management Officer	$48,692	$42,856	$55,825	25
312.1	Associate Director, Physical Plant/Facilities Management	$39,250	$34,523	$48,403	17
312.2	Manager, Landscape and Grounds	$25,825	$24,647	$30,030	12
312.3	Manager, Building and Maintenance Trades	$27,033	$24,500	$40,722	12
312.5	Manager, Custodial Services	$27,600	$23,966	$28,938	18
312.6	Manager, Power Plant	$34,597	$34,523	$35,030	5
313.0	Comptroller	$48,350	$36,633	$52,000	13
313.1	Manager, Payroll	$28,978	$26,000	$31,500	17
314.0	Director, Accounting	$38,480	$28,932	$43,632	14
314.1	Staff Accountant (highest level)	$26,800	$23,924	$30,000	13
314.2	Staff Accountant (lowest level)	$18,625	$17,160	$23,784	12
315.0	Bursar	$34,297	$27,881	$42,853	15
316.0	Director, Purchasing	$33,765	$28,708	$40,505	23
317.0	Director, Bookstore	$27,922	$26,100	$35,160	12
317.1	Associate Director, Bookstore	$20,500	$18,869	$31,200	6
318.0	Director, Internal Audit	$33,400	$21,108	$38,316	6
319.0	Director, Auxiliary Services	$43,750	$37,800	$52,530	14
319.1	Manager, Mail Services	$23,100	$16,802	$25,200	11
320.0	Director, Campus Security	$37,800	$33,600	$43,050	23
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$52,000	$40,100	$60,826	16
401.1	Director, Annual Giving	$32,310	$27,300	$36,500	7
402.0	Chief Public Relations Officer	$48,000	$36,250	$52,740	21
403.0	Chief Development and Public Relations Officer	$56,533	$41,604	$58,936	5
404.0	Director, Alumni Affairs	$32,000	$29,029	$35,504	21
405.0	Director, Development and Alumni Affairs	$38,772	$38,567	$40,935	5
409.0	Director, Publications	$31,257	$27,000	$37,880	15
409.2	Manager, Printing Services	$23,324	$20,941	$33,399	14
410.0	Director, Information Office	$31,000	$28,890	$39,500	11
411.0	Director, News Bureau	$31,440	$24,480	$33,673	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$59,380	$56,522	$64,556	27
502.0	Director, Admissions	$40,500	$37,100	$47,800	24
502.1	Associate Director, Admissions	$35,196	$32,521	$41,294	15
502.2	Assistant Director, Admissions	$25,968	$20,945	$31,170	17
504.0	Registrar	$43,670	$39,257	$46,830	25
504.1	Associate Registrar	$30,915	$28,997	$40,505	11
504.2	Assistant Registrar	$26,208	$24,862	$37,008	14
506.0	Director, Student Financial Aid	$38,100	$34,157	$41,703	29

Table 20

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS OF 4,001 OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
506.1	Associate Director, Student Financial Aid	$30,009	$26,040	$35,010	10
507.0	Director, Food Services	$32,850	$30,077	$37,800	7
508.0	Director, Student Housing	$31,540	$30,060	$38,971	22
508.1	Associate Director, Student Housing	$28,396	$24,500	$29,500	9
510.0	Director, Foreign Students	$37,008	$31,153	$48,403	7
511.0	Director, Student Union	$31,125	$27,432	$39,770	16
512.0	Director, Student Activities	$40,572	$27,969	$36,050	17
513.0	Director, Student Placement	$34,843	$29,396	$42,518	23
514.0	Director, Student Counseling	$39,900	$34,654	$44,165	24
514.1	Associate Director, Student Counseling	$39,630	$36,000	$40,161	5
515.0	Director, Student Health Services (Physician Administrator)	$59,000	$50,000	$68,773	12
516.0	Director, Student Health Services (Nurse Administrator)	$28,281	$25,300	$34,703	12
518.0	Director, Athletics	$45,549	$42,000	$52,000	24
519.0	Director, Sports Information	$25,646	$23,000	$30,100	18
522.0	Director, Campus Recreation/Intramurals	$28,006	$22,600	$32,875	16

Table 21

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 600 OR LESS

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Zero thru 600
FTE-ENROLLMENT MEDIAN: 424 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $3,972,948 **CASES SELECTED:** 105.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$54,092	$43,590	$67,000	103
102.1	Assistant to the President, Single Institution	$28,600	$19,000	$34,560	21
103.0	Executive Vice President	$43,485	$35,300	$49,140	65
ACADEMIC					
201.0	Chief Academic Officer	$38,115	$32,500	$43,409	96
201.1	Director, Conferences	$27,000	$18,996	$29,000	5
203.0	Director, Library Services	$23,590	$20,700	$27,000	85
203.1	Circulation Librarian	$15,000	$13,550	$18,376	16
203.2	Acquisitions Librarian	$17,440	$15,080	$21,060	17
203.3	Technical Services Librarian	$18,500	$15,000	$21,121	29
203.4	Public Services Librarian	$17,200	$12,300	$19,245	8
203.5	Reference Librarian	$17,343	$15,500	$19,020	30
204.0	Director, Institutional Research	$22,770	$18,500	$29,120	14
205.0	Director, Educational Media Services	$18,790	$16,040	$22,143	20
206.0	Director, Learning Resources Center	$22,514	$17,900	$25,000	21
207.0	Director, International Studies Education	$18,176	$16,250	$26,055	6
208.0	Director, Computer Center Operations/Academic	$26,000	$19,200	$31,200	15
214.0	Dean, Business	$30,300	$26,354	$43,213	14
216.0	Dean, Continuing Education	$24,061	$21,000	$33,000	11
218.0	Dean, Education	$27,372	$25,025	$29,729	16
222.0	Dean, Fine Arts	$27,826	$27,048	$32,975	5
223.0	Dean, Graduate Programs	$31,489	$26,000	$37,000	6
226.0	Dean, Humanities	$27,182	$24,000	$31,826	12
237.0	Dean, Sciences	$28,460	$24,007	$34,650	11
238.0	Dean, Social Sciences	$25,960	$24,074	$29,206	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$35,000	$30,000	$42,700	94
303.0	Chief Budgeting Officer	$41,307	$32,896	$46,300	5
306.0	Chief Personnel/Human Resources Officer	$19,110	$14,700	$22,000	12
308.0	Director, Personnel and Affirmative Action	$25,400	$21,630	$25,207	6
309.0	Director, Computer Center	$25,000	$20,000	$27,800	28
309.1	Associate Director, Computer Center	$20,000	$16,000	$21,086	5
309.5	Programmer Analyst I (highest level)	$16,035	$14,597	$18,565	5
310.0	Director, Computer Center Operations/Administrative	$21,000	$18,500	$29,500	13
312.0	Chief, Physical Plant/Facilities Management Officer	$24,638	$21,000	$29,000	68
312.1	Associate Director, Physical Plant/Facilities Management	$21,420	$17,200	$24,000	20
312.2	Manager, Landscape and Grounds	$18,720	$15,800	$22,920	10
312.3	Manager, Building and Maintenance Trades	$21,000	$19,240	$23,793	13
312.4	Manager, Technical Trades	$18,375	$17,400	$24,825	5
312.5	Manager, Custodial Services	$38,720	$13,800	$19,960	20
313.0	Comptroller	$23,110	$20,600	$30,000	35
313.1	Manager, Payroll	$16,850	$15,000	$16,850	13
314.0	Director, Accounting	$22,000	$18,357	$25,000	23
314.1	Staff Accountant (highest level)	$16,400	$14,300	$20,036	18
314.2	Staff Accountant (lowest level)	$14,000	$12,000	$16,123	17
315.0	Bursar	$16,000	$15,000	$19,200	13
316.0	Director, Purchasing	$14,700	$12,501	$17,000	10
317.0	Director, Bookstore	$14,277	$12,000	$16,500	56
317.1	Associate Director, Bookstore	$13,000	$12,000	$14,182	5
319.0	Director, Auxiliary Services	$20,000	$18,851	$25,000	5
319.1	Manager, Mail Services	$12,480	$11,461	$14,290	18
320.0	Director, Campus Security	$17,669	$14,768	$19,246	17
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$34,500	$28,050	$40,000	71
401.1	Director, Annual Giving	$24,766	$22,000	$30,030	22
401.2	Director, Corporate/Foundation Relations	$30,370	$21,000	$32,000	8
401.3	Coordinator, Resource Development	$20,000	$13,500	$22,575	7
401.4	Director, Estate Planning	$31,320	$25,750	$35,000	9
402.0	Chief Public Relations Officer	$21,000	$17,500	$25,415	50
403.0	Chief Development and Public Relations Officer	$31,665	$25,062	$35,000	9
404.0	Director, Alumni Affairs	$19,000	$16,000	$23,153	48
405.0	Director, Development and Alumni Affairs	$27,000	$18,500	$36,750	7
406.0	Director, Special and Deferred Gifts	$26,700	$25,000	$33,903	11
407.0	Director, Church Relations	$19,400	$17,668	$23,000	12
409.0	Director, Publications	$18,000	$16,640	$19,570	11
409.2	Manager, Printing Services	$15,113	$13,000	$19,964	16
410.0	Director, Information Office	$22,178	$16,800	$26,000	14
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$29,400	$25,000	$34,400	88
502.0	Director, Admissions	$25,600	$22,610	$30,000	81
502.1	Associate Director, Admissions	$19,876	$18,000	$22,500	28
502.2	Assistant Director, Admissions	$16,800	$14,500	$18,079	32
503.0	Director, Admissions and Registrar	$24,960	$22,500	$30,388	5
504.0	Registrar	$21,288	$17,500	$24,354	87
504.2	Assistant Registrar	$15,000	$13,000	$17,280	11
505.0	Director, Admissions and Financial Aid	$34,500	$23,650	$36,750	9
506.0	Director, Student Financial Aid	$20,000	$17,000	$24,149	87
506.1	Associate Director, Student Financial Aid	$16,016	$15,038	$18,710	16
507.0	Director, Food Services	$20,267	$17,060	$27,295	25
507.1	Associate Director, Food Services	$16,000	$14,490	$16,775	6
508.0	Director, Student Housing	$16,000	$14,000	$20,000	28
508.3	Housing Officer/Residence Life	$16,000	$13,230	$17,000	12
510.0	Director, Foreign Students	$20,000	$19,000	$27,057	7
512.0	Director, Student Activities	$16,989	$14,700	$22,000	32
513.0	Director, Student Placement	$19,950	$16,500	$24,150	34
514.0	Director, Student Counseling	$20,555	$18,500	$23,700	27
514.1	Associate Director, Student Counseling	$16,560	$14,133	$18,063	6
516.0	Director, Student Health Services (Nurse Administrator)	$15,600	$13,100	$20,752	28
517.0	Chaplain	$20,300	$16,400	$23,704	34

Table 21

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 600 OR LESS (continued)

POS	TITLE	MED	Q1	Q3	N
518.0	Director, Athletics	$23,325	$20,000	$28,168	58
520.0	Director, Athletics/Men	$20,250	$17,763	$22,420	5
521.0	Director, Athletics/Women	$16,901	$16,700	$20,000	6
522.0	Director, Campus Recreation/Intramurals	$19,000	$16,500	$32,100	6

Table 22

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 601 TO 1,000

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 601 thru 1,000
FTE-ENROLLMENT MEDIAN: 834 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $7,000,000 **CASES SELECTED:** 109.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$65,000	$56,334	$81,791	104
102.1	Assistant to the President, Single Institution	$30,000	$22,000	$40,000	39
103.0	Executive Vice President	$53,385	$43,600	$60,000	17
ACADEMIC					
201.0	Chief Academic Officer	$46,130	$40,000	$53,000	104
201.1	Director, Conferences	$23,000	$16,000	$29,500	10
203.0	Director, Library Services	$28,154	$24,838	$32,038	103
203.1	Circulation Librarian	$18,850	$14,145	$21,070	30
203.2	Acquisitions Librarian	$21,210	$17,270	$26,700	26
203.3	Technical Services Librarian	$19,645	$17,000	$22,260	43
203.4	Public Services Librarian	$19,950	$16,500	$22,000	24
203.5	Reference Librarian	$19,676	$17,300	$22,000	47
204.0	Director, Institutional Research	$28,200	$25,440	$34,650	21
205.0	Director, Educational Media Services	$20,140	$18,231	$22,000	41
206.0	Director, Learning Resources Center	$22,050	$18,600	$27,415	25
208.0	Director, Computer Center Operations/Academic	$27,820	$23,000	$32,500	40
208.1	Associate Director, Computer Center Operations/Academic	$21,500	$16,592	$22,990	9
209.0	Administrator, Grants and Contracts	$22,282	$20,325	$32,000	13
213.0	Dean, Arts and Sciences	$34,300	$30,000	$37,999	14
214.0	Dean, Business	$35,000	$28,000	$44,824	17
215.0	Dean, Communications	$27,100	$26,666	$31,300	5
216.0	Dean, Continuing Education	$28,015	$25,000	$38,000	32
218.0	Dean, Education	$28,500	$26,941	$34,583	13
222.0	Dean, Fine Arts	$31,000	$27,600	$39,647	8
223.0	Dean, Graduate Programs	$36,400	$33,800	$42,000	14
226.0	Dean, Humanities	$27,464	$25,265	$28,702	13
230.0	Dean, Mathematics	$29,800	$29,000	$30,562	7
232.0	Dean, Music	$28,416	$25,500	$49,000	8
233.0	Dean, Nursing	$36,088	$33,231	$39,900	11
237.0	Dean, Sciences	$29,709	$25,899	$32,101	11
238.0	Dean, Social Sciences	$28,300	$25,760	$32,042	15
240.0	Dean, Special Programs	$24,500	$24,000	$29,840	6
241.0	Dean, Undergraduate Programs	$42,000	$33,504	$44,100	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$45,600	$38,500	$52,500	105
301.2	Director, Telecommunications	$17,000	$16,580	$18,255	5
303.0	Chief Budgeting Officer	$35,645	$27,878	$36,800	5
306.0	Chief Personnel/Human Resources Officer	$29,810	$25,000	$34,140	21
306.2	Manager, Benefits	$19,000	$13,301	$23,300	7
308.0	Director, Personnel and Affirmative Action	$23,600	$19,000	$27,000	13
309.0	Director, Computer Center	$27,980	$22,000	$31,638	57
309.1	Associate Director, Computer Center	$20,000	$17,348	$23,000	11
309.3	Systems Analyst I (highest level)	$18,000	$16,995	$24,800	6
309.4	Systems Analyst II (lowest level)	$17,000	$16,700	$20,200	6
309.5	Programmer Analyst I (highest level)	$17,900	$16,218	$24,983	11
309.6	Programmer Analyst II (lowest level)	$19,000	$14,538	$20,000	7
310.0	Director, Computer Center Operations/Administrative	$26,000	$22,300	$32,300	24
310.1	Associate Director, Computer Center Operations/Administrative	$19,150	$18,000	$24,000	9
311.0	Director, Information Systems	$31,657	$26,000	$39,000	7
312.0	Chief, Physical Plant/Facilities Management Officer	$30,450	$25,900	$36,070	85
312.1	Associate Director, Physical Plant/Facilities Management	$24,710	$17,678	$26,850	19
312.2	Manager, Landscape and Grounds	$18,900	$17,365	$23,500	23
312.3	Manager, Building and Maintenance Trades	$22,069	$18,552	$25,084	20
312.4	Manager, Technical Trades	$22,048	$19,407	$25,811	5
312.5	Manager, Custodial Services	$18,500	$16,000	$20,500	41
313.0	Comptroller	$30,276	$26,046	$36,582	61
313.1	Manager, Payroll	$18,200	$15,745	$21,438	27
314.0	Director, Accounting	$22,575	$20,382	$27,200	27
314.1	Staff Accountant (highest level)	$18,512	$15,600	$20,619	24
314.2	Staff Accountant (lowest level)	$13,500	$12,480	$16,900	14
315.0	Bursar	$18,033	$14,900	$24,230	16
316.0	Director, Purchasing	$20,643	$18,000	$28,050	18
317.0	Director, Bookstore	$18,000	$14,700	$21,000	79
317.1	Associate Director, Bookstore	$12,000	$11,500	$16,224	10
319.0	Director, Auxiliary Services	$22,000	$20,500	$24,000	8
319.1	Manager, Mail Services	$13,589	$12,200	$14,560	33
320.0	Director, Campus Security	$17,250	$14,997	$23,342	50
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$41,288	$36,060	$48,500	95
401.1	Director, Annual Giving	$26,000	$21,750	$30,000	47
401.2	Director, Corporate/Foundation Relations	$30,900	$25,700	$34,000	15
401.3	Coordinator, Resource Development	$20,600	$17,000	$24,720	10
401.4	Director, Estate Planning	$27,693	$25,460	$41,255	7
402.0	Chief Public Relations Officer	$25,750	$22,225	$32,800	57
403.0	Chief Development and Public Relations Officer	$35,875	$35,060	$37,000	9
404.0	Director, Alumni Affairs	$22,070	$18,900	$26,378	87
405.0	Director, Development and Alumni Affairs	$32,500	$26,250	$45,000	7
406.0	Director, Special and Deferred Gifts	$27,000	$20,000	$30,750	24
407.0	Director, Church Relations	$23,850	$19,000	$28,900	20
408.0	Director, Community Services	$21,000	$18,500	$23,540	5
409.0	Director, Publications	$22,680	$17,600	$26,250	32
409.1	Associate Director, Publications	$16,448	$15,400	$22,050	11
409.2	Manager, Printing Services	$18,400	$14,651	$21,825	21
410.0	Director, Information Office	$24,270	$18,900	$27,800	24
411.0	Director, News Bureau	$19,100	$16,000	$28,000	12
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$34,700	$30,785	$40,000	102
502.0	Director, Admissions	$31,500	$27,500	$37,333	89
502.1	Associate Director, Admissions	$20,976	$17,976	$25,430	51

Table 22

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 601 TO 1,000 (continued)

POS	TITLE	MED	Q1	Q3	N
502.2	Assistant Director, Admissions	$18,600	$16,200	$20,496	52
504.0	Registrar	$26,600	$23,040	$30,000	100
504.1	Associate Registrar	$21,000	$19,000	$21,445	11
504.2	Assistant Registrar	$16,145	$15,380	$18,959	23
505.0	Director, Admissions and Financial Aid	$34,329	$30,566	$40,200	18
506.0	Director, Student Financial Aid	$24,000	$21,000	$28,800	99
506.1	Associate Director, Student Financial Aid	$17,850	$15,400	$20,400	36
507.0	Director, Food Services	$25,200	$21,840	$30,975	22
507.1	Associate Director, Food Services	$16,615	$15,500	$19,700	12
508.0	Director, Student Housing	$20,064	$18,000	$22,495	58
508.1	Associate Director, Student Housing	$15,000	$14,000	$21,012	8
508.3	Housing Officer/Residence Life	$16,000	$13,000	$19,200	19
511.0	Director, Student Union	$20,200	$19,500	$23,412	10
512.0	Director, Student Activities	$19,000	$17,000	$21,309	51
513.0	Director, Student Placement	$20,930	$16,974	$24,540	67
514.0	Director, Student Counseling	$22,524	$20,311	$25,680	57
514.1	Associate Director, Student Counseling	$19,400	$16,250	$19,676	9
515.0	Director, Student Health Services (Physician Administrator)	$19,970	$16,800	$30,462	8
516.0	Director, Student Health Services (Nurse Administrator)	$17,620	$15,300	$20,667	50
517.0	Chaplain	$24,303	$20,600	$27,840	55
518.0	Director, Athletics	$29,690	$25,680	$33,000	72
519.0	Director, Sports Information	$15,360	$13,000	$17,380	13
521.0	Director, Athletics, Women	$23,426	$21,000	$29,000	8
522.0	Director, Campus Recreation/Intramurals	$19,229	$17,850	$23,315	9

Table 23

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 1,001 TO 1,600

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 1,001 thru 1,600
FTE-ENROLLMENT MEDIAN: 1,225 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $11,388,170 **CASES SELECTED:** 109.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$77,000	$67,000	$86,170	97
102.1	Assistant to the President, Single Institution	$32,400	$26,155	$39,924	44
103.0	Executive Vice President	$53,550	$49,078	$69,000	20
ACADEMIC					
201.0	Chief Academic Officer	$53,500	$45,000	$61,500	104
201.1	Director, Conferences	$22,689	$21,912	$29,350	14
203.0	Director, Library Services	$33,423	$29,000	$39,800	101
203.1	Circulation Librarian	$21,250	$17,800	$25,000	42
203.2	Acquisitions Librarian	$23,000	$20,000	$25,733	41
203.3	Technical Services Librarian	$23,060	$19,060	$27,300	64
203.4	Public Services Librarian	$21,834	$18,000	$27,182	30
203.5	Reference Librarian	$22,568	$19,200	$25,550	56
204.0	Director, Institutional Research	$30,000	$20,541	$38,625	19
205.0	Director, Educational Media Services	$22,573	$18,779	$29,400	39
206.0	Director, Learning Resources Center	$25,400	$19,800	$29,868	38
207.0	Director, International Studies Education	$30,845	$21,700	$35,360	17
208.0	Director, Computer Center Operations/Academic	$35,160	$27,000	$43,700	31
208.1	Associate Director, Computer Center Operations/Academic	$26,000	$21,000	$30,185	18
209.0	Administrator, Grants and Contracts	$26,200	$22,730	$31,667	14
213.0	Dean, Arts and Sciences	$42,770	$36,000	$51,800	13
214.0	Dean, Business	$42,024	$31,690	$59,656	16
216.0	Dean, Continuing Education	$33,000	$29,500	$40,800	29
218.0	Dean, Education	$36,635	$32,172	$42,767	10
222.0	Dean, Fine Arts	$38,638	$35,000	$48,667	10
223.0	Dean, Graduate Programs	$36,735	$31,500	$44,850	12
226.0	Dean, Humanities	$33,728	$32,769	$46,100	11
230.0	Dean, Mathematics	$33,536	$32,000	$38,968	5
233.0	Dean, Nursing	$38,746	$37,500	$41,000	13
237.0	Dean, Sciences	$37,439	$28,735	$43,250	9
238.0	Dean, Social Sciences	$35,100	$34,283	$39,315	9
240.0	Dean, Special Programs	$31,200	$29,500	$34,000	5
241.0	Dean, Undergraduate Programs	$39,000	$35,748	$39,450	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$51,000	$43,000	$59,600	97
301.2	Director, Telecommunications	$24,067	$21,400	$30,818	9
302.0	Chief Planning Officer	$40,362	$34,150	$45,767	16
303.0	Chief Budgeting Officer	$37,200	$32,000	$48,500	11
303.1	Associate Budget Director	$26,424	$23,500	$40,000	7
304.0	Chief Planning and Budget Officer	$32,635	$26,855	$38,006	6
306.0	Chief Personnel/Human Resources Officer	$27,500	$23,000	$33,622	51
306.1	Associate Director, Personnel/Human Resources	$24,461	$20,780	$25,000	13
306.2	Manager, Benefits	$20,000	$15,666	$25,550	6
308.0	Director, Personnel and Affirmative Action	$30,900	$20,100	$31,122	6
309.0	Director, Computer Center	$34,100	$29,925	$39,900	67
309.1	Associate Director, Computer Center	$23,000	$20,836	$29,500	26
309.2	Data Base Administrator	$23,000	$18,920	$24,600	8
309.3	Systems Analyst I (highest level)	$25,700	$22,300	$27,500	12
309.4	Systems Analyst II (lowest level)	$20,600	$17,250	$26,400	11
309.5	Programmer Analyst I (highest level)	$22,457	$18,754	$24,950	29
309.6	Programmer Analyst II (lowest level)	$16,760	$14,900	$20,500	26
310.0	Director, Computer Center Operations/Administrative	$27,325	$22,000	$39,750	15
310.1	Associate Director, Computer Center Operations/Administrative	$24,000	$22,000	$31,300	13
311.0	Director, Information Systems	$35,170	$28,300	$41,200	9
312.0	Chief, Physical Plant/Facilities Management Officer	$33,500	$28,690	$38,500	87
312.1	Associate Director, Physical Plant/Facilities Management	$26,000	$22,900	$28,900	34
312.2	Manager, Landscape and Grounds	$21,600	$18,225	$26,604	39
312.3	Manager, Building and Maintenance Trades	$27,000	$22,212	$29,460	26
312.4	Manager, Technical Trades	$27,500	$22,000	$33,150	11
312.5	Manager, Custodial Services	$22,001	$18,572	$26,529	43
312.6	Manager, Power Plant	$27,000	$20,500	$31,586	11
313.0	Comptroller	$35,800	$30,204	$41,500	72
313.1	Manager, Payroll	$17,715	$15,000	$20,280	34
314.0	Director, Accounting	$25,440	$21,000	$31,800	39
314.1	Staff Accountant (highest level)	$21,500	$16,800	$25,247	20
314.2	Staff Accountant (lowest level)	$16,505	$15,000	$19,425	16
315.0	Bursar	$25,353	$20,280	$31,100	15
316.0	Director, Purchasing	$24,621	$20,000	$28,900	33
316.1	Associate Director, Purchasing	$16,068	$14,088	$18,300	7
317.0	Director, Bookstore	$18,500	$16,525	$23,167	75
317.1	Associate Director, Bookstore	$16,920	$13,652	$17,640	9
319.0	Director, Auxiliary Services	$32,392	$29,700	$40,539	14
319.1	Manager, Mail Services	$14,257	$12,850	$17,000	34
320.0	Director, Campus Security	$23,362	$17,672	$27,200	64
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$39,586	$42,000	$57,800	94
401.1	Director, Annual Giving	$27,500	$23,600	$32,000	60
401.2	Director, Corporate/Foundation Relations	$30,869	$27,000	$34,616	36
401.3	Coordinator, Resource Development	$23,240	$20,000	$31,600	24
401.4	Director, Estate Planning	$35,000	$28,892	$42,328	24
402.0	Chief Public Relations Officer	$28,615	$24,108	$35,000	56
403.0	Chief Development and Public Relations Officer	$50,235	$36,200	$61,500	17
404.0	Director, Alumni Affairs	$25,600	$23,897	$30,500	95
405.0	Director, Development and Alumni Affairs	$36,600	$34,500	$37,475	8
406.0	Director, Special and Deferred Gifts	$31,500	$28,200	$37,660	26
407.0	Director, Church Relations	$26,880	$25,000	$34,000	21
408.0	Director, Community Services	$27,625	$23,700	$36,200	7
409.0	Director, Publications	$26,000	$20,000	$28,237	32
409.1	Associate Director, Publications	$18,000	$15,500	$22,111	15
409.2	Manager, Printing Services	$19,336	$15,900	$21,788	20

Table 23

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 1,001 TO 1,600 (continued)

POS	TITLE	MED	Q1	Q3	N
410.0	Director, Information Office	$25,500	$19,000	$32,552	35
411.0	Director, News Bureau	$23,023	$20,300	$25,000	18
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$40,450	$35,000	$46,350	102
502.0	Director, Admissions	$35,000	$30,000	$40,500	87
502.1	Associate Director, Admissions	$23,500	$20,345	$27,825	68
502.2	Assistant Director, Admissions	$18,575	$16,500	$21,840	69
504.0	Registrar	$29,200	$24,600	$33,500	105
504.1	Associate Registrar	$20,300	$16,000	$24,000	21
504.2	Assistant Registrar	$19,100	$15,750	$20,000	28
505.0	Director, Admissions and Financial Aid	$43,021	$35,436	$47,900	21
506.0	Director, Student Financial Aid	$28,000	$24,326	$32,161	99
506.1	Associate Director, Student Financial Aid	$19,040	$16,830	$21,000	46
507.0	Director, Food Services	$28,500	$24,425	$37,060	35
507.1	Associate Director, Food Services	$21,150	$18,100	$26,000	19
508.0	Director, Student Housing	$22,230	$17,500	$27,500	74
508.1	Associate Director, Student Housing	$16,365	$15,150	$20,580	16
508.2	Housing Officer/Administrative Operations	$18,113	$16,750	$34,000	5
508.3	Housing Officer/Residence Life	$17,240	$16,138	$21,000	25
510.0	Director, Foreign Students	$35,990	$18,000	$26,180	19
511.0	Director, Student Union	$21,628	$19,250	$28,120	28
512.0	Director, Student Activities	$20,140	$17,208	$23,600	57
513.0	Director, Student Placement	$25,000	$21,850	$28,500	85
514.0	Director, Student Counseling	$26,395	$22,824	$30,750	67
514.1	Associate Director, Student Counseling	$20,000	$19,470	$26,875	8
515.0	Director, Student Health Services (Physician Administrator)	$23,000	$18,900	$35,250	16
516.0	Director, Student Health Services (Nurse Administrator)	$19,750	$17,139	$23,940	68
517.0	Chaplain	$25,750	$20,892	$31,335	63
518.0	Director, Athletics	$35,500	$28,750	$40,015	89
519.0	Director, Sports Information	$17,041	$15,600	$19,100	41
520.0	Director, Athletics/Men	$27,500	$16,818	$29,700	5
521.0	Director, Athletics/Women	$22,125	$19,700	$24,881	14
522.0	Director, Campus Recreation/Intramurals	$20,767	$14,000	$26,000	20

Table 24

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 1,601 OR MORE

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 1,601 thru max enrollment **FTE-ENROLLMENT MEDIAN:** 2,122 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $20,000,000 **CASES SELECTED:** 107.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$92,000	$75,500	$110,000	94
102.1	Assistant to the President, Single Institution	$36,400	$28,000	$45,660	62
103.0	Executive Vice President	$64,400	$54,114	$82,000	30
ACADEMIC					
201.0	Chief Academic Officer	$65,000	$54,471	$75,580	98
201.1	Director, Conferences	$26,888	$23,625	$30,521	24
203.0	Director, Library Services	$41,000	$33,537	$45,527	100
203.1	Circulation Librarian	$23,929	$18,032	$27,170	50
203.2	Acquisitions Librarian	$24,800	$20,200	$29,000	50
203.3	Technical Services Librarian	$27,000	$22,375	$30,922	65
203.4	Public Services Librarian	$26,317	$23,281	$32,313	44
203.5	Reference Librarian	$23,205	$19,850	$28,239	76
204.0	Director, Institutional Research	$35,000	$28,485	$41,136	30
204.1	Associate Director, Institutional Research	$28,100	$18,200	$32,488	6
205.0	Director, Educational Media Services	$26,625	$22,840	$30,218	55
206.0	Director, Learning Resources Center	$28,829	$25,000	$32,760	28
207.0	Director, International Studies Education	$33,440	$31,000	$44,000	11
208.0	Director, Computer Center Operations/Academic	$38,222	$33,887	$43,000	54
208.1	Associate Director, Computer Center Operations/Academic	$32,240	$24,800	$37,500	23
209.0	Administrator, Grants and Contracts	$31,200	$23,288	$38,500	27
210.0	Dean, Architecture	$57,600	$56,540	$61,300	5
213.0	Dean, Arts and Sciences	$56,205	$51,600	$64,200	23
214.0	Dean, Business	$53,700	$47,068	$66,800	29
215.0	Dean, Communications	$56,331	$33,800	$64,329	6
216.0	Dean, Continuing Education	$46,957	$38,200	$50,909	37
218.0	Dean, Education	$45,059	$33,250	$63,000	11
219.0	Dean, Engineering	$60,000	$56,100	$100,000	6
222.0	Dean, Fine Arts	$42,233	$41,050	$56,017	8
223.0	Dean, Graduate Programs	$47,964	$39,500	$62,700	22
224.0	Dean, Health-Related Professions	$48,500	$44,880	$59,244	6
226.0	Dean, Humanities	$44,770	$39,300	$48,972	10
232.0	Dean, Music	$42,200	$33,552	$54,150	6
233.0	Dean, Nursing	$38,314	$34,455	$50,319	10
237.0	Dean, Sciences	$42,200	$33,000	$52,600	15
238.0	Dean, Social Sciences	$38,600	$33,045	$47,500	10
241.0	Dean, Undergraduate Programs	$42,589	$36,522	$60,000	15
ADMINISTRATIVE					
301.0	Chief Business Officer	$65,466	$52,000	$77,955	96
301.2	Director, Telecommunications	$28,000	$19,261	$34,182	9
302.0	Chief Planning Officer	$56,200	$50,493	$66,100	14
303.0	Chief Budgeting Officer	$46,172	$41,000	$49,775	33
303.1	Associate Budget Director	$31,400	$23,180	$36,900	10
305.0	General Counsel	$68,000	$55,000	$89,000	7
306.0	Chief Personnel/Human Resources Officer	$35,600	$30,900	$45,640	67
306.1	Associate Director, Personnel/Human Resources	$25,950	$23,400	$31,000	22
306.2	Manager, Benefits	$22,155	$20,500	$29,375	20
306.6	Manager, Employment	$24,000	$20,022	$27,300	11
307.0	Director, Affirmative Action/Equal Employment	$31,100	$29,000	$42,400	6
308.0	Director, Personnel and Affirmative Action	$36,500	$26,917	$39,951	20
309.0	Director, Computer Center	$45,564	$38,850	$52,085	59
309.1	Associate Director, Computer Center	$30,428	$28,000	$35,688	23
309.2	Data Base Administrator	$29,886	$25,000	$36,000	13
309.3	Systems Analyst I (highest level)	$30,000	$26,208	$36,947	34
309.4	Systems Analyst II (lowest level)	$24,000	$19,400	$27,700	15
309.5	Programmer Analyst I (highest level)	$25,235	$23,000	$31,200	46
309.6	Programmer Analyst II (lowest level)	$21,833	$18,786	$24,125	40
310.0	Director, Computer Center Operations/Administrative	$36,850	$31,500	$44,951	34
310.1	Associate Director, Computer Center Operations/Administrative	$31,675	$27,400	$36,450	14
311.0	Director, Information Systems	$46,150	$37,000	$57,000	19
312.0	Chief, Physical Plant/Facilities Management Officer	$43,000	$36,203	$48,660	88
312.1	Associate Director, Physical Plant/Facilities Management	$33,950	$27,774	$39,200	45
312.2	Manager, Landscape and Grounds	$26,951	$23,122	$30,700	50
312.3	Manager, Building and Maintenance Trades	$30,500	$26,000	$34,031	35
312.4	Manager, Technical Trades	$30,600	$27,800	$35,125	11
312.5	Manager, Custodial Services	$25,650	$23,880	$30,000	54
312.6	Manager, Power Plant	$33,320	$30,665	$36,157	16
313.0	Comptroller	$41,500	$35,996	$47,750	75
313.1	Manager, Payroll	$22,100	$18,250	$25,620	45
314.0	Director, Accounting	$32,300	$28,262	$38,160	38
314.1	Staff Accountant (highest level)	$24,000	$21,694	$27,800	34
314.2	Staff Accountant (lowest level)	$20,380	$17,800	$23,300	28
315.0	Bursar	$27,958	$24,000	$33,000	37
315.1	Associate Bursar	$21,000	$20,000	$23,800	12
316.0	Director, Purchasing	$28,962	$24,020	$35,049	53
316.1	Associate Director, Purchasing	$27,100	$22,428	$33,135	7
317.0	Director, Bookstore	$25,035	$21,232	$29,930	62
317.1	Associate Director, Bookstore	$18,700	$14,700	$21,500	12
318.0	Director, Internal Audit	$33,124	$28,000	$39,800	10
319.0	Director, Auxiliary Services	$33,431	$31,000	$39,000	22
319.1	Manager, Mail Services	$17,056	$14,167	$21,300	42
320.0	Director, Campus Security	$29,000	$23,574	$33,163	87
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$57,200	$47,250	$71,020	89
401.1	Director, Annual Giving	$30,000	$25,000	$34,815	72
401.2	Director, Corporate/Foundation Relations	$33,600	$29,000	$40,200	56
401.3	Coordinator, Resource Development	$22,500	$18,725	$27,600	23
401.4	Director, Estate Planning	$39,860	$30,475	$49,000	23
402.0	Chief Public Relations Officer	$36,088	$29,300	$44,800	74
403.0	Chief Development and Public Relations Officer	$52,455	$40,950	$71,000	16

Table 24

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS OF 1,601 OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
404.0	Director, Alumni Affairs	$29,000	$24,200	$36,750	94
405.0	Director, Development and Alumni Affairs	$39,312	$33,000	$57,500	10
406.0	Director, Special and Deferred Gifts	$39,955	$28,900	$49,100	27
407.0	Director, Church Relations	$34,268	$31,000	$43,662	13
408.0	Director, Community Services	$23,920	$22,200	$34,200	8
409.0	Director, Publications	$27,300	$22,500	$31,600	49
409.1	Associate Director, Publications	$19,800	$18,800	$23,500	14
409.2	Manager, Printing Services	$21,017	$17,615	$24,678	38
410.0	Director, Information Office	$27,490	$22,714	$34,684	28
411.0	Director, News Bureau	$24,125	$19,100	$28,500	32
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$48,407	$43,000	$55,788	101
502.0	Director, Admissions	$41,000	$36,025	$47,412	93
502.1	Associate Director, Admissions	$27,768	$23,500	$31,500	73
502.2	Assistant Director, Admissions	$21,000	$18,750	$23,144	67
504.0	Registrar	$34,654	$30,740	$40,000	101
504.1	Associate Registrar	$26,150	$21,015	$30,000	28
504.2	Assistant Registrar	$20,880	$18,574	$23,600	57
505.0	Director, Admissions and Financial Aid	$47,000	$43,000	$54,000	20
506.0	Director, Student Financial Aid	$33,700	$29,710	$39,900	103
506.1	Associate Director, Student Financial Aid	$21,612	$19,711	$25,500	69
507.0	Director, Food Services	$37,037	$29,812	$45,000	27
507.1	Associate Director, Food Services	$29,288	$22,500	$34,625	14
508.0	Director, Student Housing	$26,000	$21,945	$30,096	79
508.1	Associate Director, Student Housing	$21,000	$18,000	$26,850	25
508.2	Housing Officer/Administrative Operations	$20,964	$14,980	$27,000	7
508.3	Housing Officer/Residence Life	$19,000	$15,700	$24,000	31
510.0	Director, Foreign Students	$25,850	$20,235	$30,135	15
511.0	Director, Student Union	$29,000	$24,571	$33,925	27
511.1	Associate Director, Student Union	$20,000	$17,825	$24,873	10
512.0	Director, Student Activities	$25,000	$22,119	$29,940	73
513.0	Director, Student Placement	$29,700	$25,565	$33,118	95
514.0	Director, Student Counseling	$33,395	$27,000	$38,400	83
514.1	Associate Director, Student Counseling	$23,500	$20,743	$28,500	20
515.0	Director, Student Health Services (Physician Administrator)	$64,800	$31,500	$81,000	21
516.0	Director, Student Health Services (Nurse Administrator)	$24,150	$21,000	$27,000	65
517.0	Chaplain	$28,750	$24,000	$35,252	64
518.0	Director, Athletics	$40,453	$34,000	$46,820	81
519.0	Director, Sports Information	$20,700	$18,200	$25,200	53
520.0	Director, Athletics/Men	$36,300	$32,400	$41,400	9
521.0	Director, Athletics/Women	$28,688	$24,000	$29,970	20
522.0	Director, Campus Recreation/Intramurals	$22,700	$20,025	$30,500	30

Table 25

ALL 2-YEAR COLLEGES

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 2,050
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $8,096,100 **CASES SELECTED:** 427.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$77,340	$66,000	$86,781	52
101.1	Assistant to the President, System	$39,550	$32,353	$51,891	26
102.0	Chief Executive Officer, Single Institution	$65,600	$59,000	$73,356	355
102.1	Assistant to the President, Single Institution	$37,320	$26,966	$46,651	99
103.0	Executive Vice President	$55,898	$48,194	$65,014	69
ACADEMIC					
201.0	Chief Academic Officer	$51,228	$45,110	$57,803	385
201.1	Director, Conferences	$28,133	$23,974	$37,852	20
202.0	Chief Health Professions Officer	$38,526	$32,850	$52,788	20
203.0	Director, Library Services	$35,000	$28,850	$41,436	253
203.1	Circulation Librarian	$25,000	$18,500	$33,692	46
203.2	Acquisitions Librarian	$26,416	$22,032	$32,975	41
203.3	Technical Services Librarian	$28,716	$23,428	$33,896	89
203.4	Public Services Librarian	$28,572	$23,930	$34,913	51
203.5	Reference Librarian	$26,433	$23,764	$31,321	84
204.0	Director, Institutional Research	$38,000	$33,415	$43,904	137
204.1	Associate Director, Institutional Research	$33,852	$29,000	$40,558	21
205.0	Director, Educational Media Services	$31,989	$28,150	$40,000	99
206.0	Director, Learning Resources Center	$38,738	$32,000	$45,504	185
207.0	Director, International Studies Education	$41,629	$29,496	$43,885	9
208.0	Director, Computer Center Operations/Academic	$37,400	$28,000	$44,444	66
208.1	Associate Director, Computer Center Operations/Academic	$32,021	$26,200	$41,958	9
209.0	Administrator, Grants and Contracts	$36,227	$29,274	$43,522	76
210.0	Dean, Architecture	$48,144	$43,900	$48,144	6
211.0	Dean, Agriculture	$43,560	$37,000	$52,152	14
212.0	Dean, Arts and Letters	$42,972	$37,500	$48,483	31
213.0	Dean, Arts and Sciences	$45,150	$40,200	$53,000	71
214.0	Dean, Business	$43,100	$36,500	$50,122	157
215.0	Dean, Communications	$44,671	$34,605	$49,000	26
216.0	Dean, Continuing Education	$41,990	$36,465	$48,804	186
218.0	Dean, Education	$40,739	$29,000	$48,047	13
219.0	Dean, Engineering	$48,003	$40,010	$53,738	39
220.0	Dean, Experimental Programs	$39,133	$32,648	$43,207	6
221.0	Dean, Extension	$40,263	$33,187	$46,251	31
222.0	Dean, Fine Arts	$40,824	$35,778	$48,004	38
224.0	Dean, Health-Related Professions	$44,680	$38,281	$52,002	94
225.0	Dean, Home Economics	$42,000	$41,249	$50,535	6
226.0	Dean, Humanities	$43,342	$37,394	$49,632	87
227.0	Dean, Instruction	$48,836	$42,961	$55,062	44
229.0	Dean, Library and Information Sciences	$49,318	$44,235	$54,219	10
230.0	Dean, Mathematics	$43,084	$39,520	$50,400	55
233.0	Dean, Nursing	$39,652	$36,198	$44,890	67
234.0	Dean, Occupational Studies/Vocational Education, Technology	$44,261	$37,610	$52,043	163
237.0	Dean, Sciences	$43,441	$36,394	$49,352	91
238.0	Dean, Social Sciences	$44,612	$40,263	$50,748	89
240.0	Dean, Special Programs	$42,574	$36,020	$46,746	48
241.0	Dean, Undergraduate Programs	$51,555	$47,700	$53,660	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$46,956	$42,354	$56,152	383
301.1	Director, Health and Safety	$28,000	$26,950	$38,911	6
301.2	Director, Telecommunications	$33,970	$26,700	$48,605	27
302.0	Chief Planning Officer	$47,870	$39,500	$58,694	56
303.0	Chief Budgeting Officer	$40,656	$34,849	$48,625	69
303.1	Associate Budget Director	$30,646	$24,654	$39,061	29
304.0	Chief Planning and Budget Officer	$46,899	$46,704	$53,433	6
305.0	General Counsel	$51,720	$39,750	$57,608	15
306.0	Chief Personnel/Human Resources Officer	$40,280	$32,659	$52,413	148
306.1	Associate Director, Personnel/Human Resources	$34,438	$27,609	$46,400	42
306.2	Manager, Benefits	$25,700	$20,503	$31,151	28
306.3	Manager, Training and Development	$37,277	$31,000	$41,711	17
306.6	Manager, Employment	$27,245	$22,307	$30,153	18
306.7	Manager, Wage and Salary/Manager, Compensation	$35,046	$27,069	$40,850	13
306.8	Manager, Personnel Information Systems	$25,631	$24,093	$29,503	13
307.0	Director, Affirmative Action/Equal Employment	$39,405	$30,042	$44,160	41
308.0	Director, Personnel and Affirmative Action	$36,136	$29,903	$44,201	81
309.0	Director, Computer Center	$38,820	$31,255	$46,500	193
309.1	Associate Director, Computer Center	$33,960	$29,200	$46,450	29
309.2	Data Base Administrator	$35,781	$28,431	$39,944	31
309.3	Systems Analyst I (highest level)	$32,256	$28,088	$36,000	59
309.4	Systems Analyst II (lowest level)	$27,063	$24,000	$32,190	20
309.5	Programmer Analyst I (highest level)	$28,563	$24,176	$32,920	93
309.6	Programmer Analyst II (lowest level)	$23,571	$20,134	$28,030	76
310.0	Director, Computer Center Operations/Administrative	$35,521	$27,353	$43,680	55
310.1	Associate Director, Computer Center Operations/Administrative	$32,021	$27,001	$39,250	15
311.0	Director, Information Systems	$44,000	$36,241	$50,734	52
312.0	Chief, Physical Plant/Facilities Management Officer	$37,000	$29,206	$44,074	281
312.1	Associate Director, Physical Plant/Facilities Management	$31,084	$24,800	$35,461	84
312.2	Manager, Landscape and Grounds	$24,806	$20,244	$28,247	72
312.3	Manager, Building and Maintenance Trades	$27,551	$23,292	$31,287	60
312.4	Manager, Technical Trades	$27,228	$25,032	$34,503	18
312.5	Manager, Custodial Services	$23,780	$20,345	$27,851	79
312.6	Manager, Power Plant	$28,648	$26,724	$33,409	16
313.0	Comptroller	$37,665	$32,205	$45,424	165
313.1	Manager, Payroll	$22,602	$19,168	$29,028	81
314.0	Director, Accounting	$32,652	$26,000	$38,388	106
314.1	Staff Accountant (highest level)	$24,484	$20,817	$29,449	102
314.2	Staff Accountant (lowest level)	$20,663	$17,175	$23,937	54
315.0	Bursar	$30,264	$21,692	$38,575	40
315.1	Associate Bursar	$24,165	$23,174	$24,791	5

Table 25

ALL 2-YEAR COLLEGES (continued)

POS	TITLE	MED	Q1	Q3	N
316.0	Director, Purchasing	$30,864	$25,212	$38,047	146
316.1	Associate Director, Purchasing	$26,478	$21,235	$30,092	24
317.0	Director, Bookstore	$22,509	$17,300	$29,683	198
317.1	Associate Director, Bookstore	$18,720	$15,697	$25,700	33
318.0	Director, Internal Audit	$33,003	$27,750	$39,973	33
319.0	Director, Auxiliary Services	$34,603	$30,449	$41,891	65
319.1	Manager, Mail Services	$18,968	$15,813	$23,162	36
320.0	Director, Campus Security	$27,656	$21,200	$32,725	147
321.0	Director, Risk Management and Insurance	$37,176	$26,908	$49,187	7
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$40,705	$34,194	$49,176	120
401.1	Director, Annual Giving	$25,500	$23,000	$36,050	20
401.2	Director, Corporate/Foundation Relations	$37,400	$26,966	$40,600	19
401.3	Coordinator, Resource Development	$33,353	$24,000	$43,000	12
402.0	Chief Public Relations Officer	$33,064	$26,402	$41,827	169
402.1	Director, Governmental/Legislative Relations	$49,414	$48,523	$54,664	6
403.0	Chief Development and Public Relations Officer	$40,000	$33,758	$48,372	38
404.0	Director, Alumni Affairs	$23,320	$18,662	$27,851	42
405.0	Director, Development and Alumni Affairs	$32,968	$25,500	$36,332	25
406.0	Director, Special and Deferred Gifts	$30,493	$30,000	$38,889	5
408.0	Director, Community Services	$37,250	$30,623	$45,043	122
409.0	Director, Publications	$27,236	$21,528	$31,100	47
409.1	Associate Director, Publications	$23,310	$20,176	$24,500	12
409.2	Manager, Printing Services	$23,817	$19,407	$30,303	63
410.0	Director, Information Office	$28,699	$22,109	$35,774	87
411.0	Director, News Bureau	$26,709	$25,160	$30,948	10
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$46,149	$39,600	$53,088	348
502.0	Director, Admissions	$34,593	$28,521	$42,066	188
502.1	Associate Director, Admissions	$25,420	$22,500	$31,278	41
502.2	Assistant Director, Admissions	$22,300	$17,808	$28,431	50
503.0	Director, Admissions and Registrar	$40,210	$32,303	$46,046	122
504.0	Registrar	$32,705	$26,224	$40,844	212
504.1	Associate Registrar	$27,000	$20,000	$37,500	31
504.2	Assistant Registrar	$24,157	$17,403	$30,000	46
505.0	Director, Admissions and Financial Aid	$32,945	$29,003	$41,998	26
506.0	Director, Student Financial Aid	$32,000	$24,576	$38,500	316
506.1	Associate Director, Student Financial Aid	$25,020	$20,448	$30,680	77
507.0	Director, Food Services	$26,000	$18,810	$32,002	58
507.1	Associate Director, Food Services	$20,406	$13,000	$31,680	9
508.0	Director, Student Housing	$24,360	$20,000	$30,000	44
508.3	Housing Officer/Residence Life	$18,000	$15,000	$21,691	13
510.0	Director, Foreign Students	$23,920	$21,400	$32,547	13
511.0	Director, Student Union	$22,889	$18,500	$36,706	18
511.1	Associate Director, Student Union	$27,549	$26,078	$31,915	6
512.0	Director, Student Activities	$30,500	$23,816	$38,508	182
513.0	Director, Student Placement	$29,572	$24,500	$35,456	157
514.0	Director, Student Counseling	$37,800	$30,824	$43,814	214
514.1	Associate Director, Student Counseling	$30,648	$22,500	$33,131	21
515.0	Director, Student Health Services (Physician Administrator)	$24,140	$18,356	$34,645	7
516.0	Director, Student Health Services (Nurse Administrator)	$23,879	$19,000	$30,916	82
517.0	Chaplain	$24,000	$21,000	$26,000	10
518.0	Director, Athletics	$37,520	$29,804	$46,119	160
519.0	Director, Sports Information	$20,655	$17,510	$22,641	7
522.0	Director, Campus Recreation/Intramurals	$22,108	$17,739	$29,700	32

Table 26

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 1,300 OR LESS

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Zero thru 1,300 **FTE-ENROLLMENT MEDIAN:** 876
1987/1988 BUDGET RANGE: Not specified. **1987/1988 BUDGET MEDIAN:** $3,810,000 **CASES SELECTED:** 95

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$58,582	$54,675	$65,000	89
102.1	Assistant to the President, Single Institution	$29,500	$23,000	$38,220	13
103.0	Executive Vice President	$49,480	$45,000	$68,488	7
ACADEMIC					
201.0	Chief Academic Officer	$46,544	$42,972	$51,822	88
203.0	Director, Library Services	$33,444	$27,886	$37,054	62
203.3	Technical Services Librarian	$28,716	$19,450	$29,570	9
203.4	Public Services Librarian	$23,808	$21,123	$30,000	6
203.5	Reference Librarian	$21,882	$20,332	$30,481	10
204.0	Director, Institutional Research	$34,884	$28,706	$38,383	9
205.0	Director, Educational Media Services	$28,000	$23,016	$34,213	14
206.0	Director, Learning Resources Center	$33,000	$27,360	$35,995	38
208.0	Director, Computer Center Operations/Academic	$33,400	$24,780	$38,191	7
213.0	Dean, Arts and Sciences	$40,000	$39,608	$44,000	10
214.0	Dean, Business	$35,487	$31,785	$39,910	17
216.0	Dean, Continuing Education	$37,000	$30,000	$42,585	26
221.0	Dean, Extension	$37,137	$30,000	$49,000	6
226.0	Dean, Humanities	$39,200	$33,166	$45,898	12
227.0	Dean, Instruction	$38,340	$30,800	$48,000	8
233.0	Dean, Nursing	$36,225	$30,859	$38,426	12
234.0	Dean, Occupational Studies/Vocational Education/Technology	$37,600	$34,038	$41,337	22
237.0	Dean, Sciences	$36,676	$31,584	$41,615	11
238.0	Dean, Social Sciences	$40,976	$26,785	$43,976	7
240.0	Dean, Special Programs	$33,828	$32,055	$44,000	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$42,549	$38,016	$47,930	85
303.0	Chief Budgeting Officer	$34,973	$27,792	$37,234	6
306.0	Chief Personnel/Human Resources Officer	$24,134	$23,933	$27,468	9
308.0	Director, Personnel and Affirmative Action	$21,625	$18,792	$31,260	8
309.0	Director, Computer Center	$30,419	$26,000	$34,500	41
309.1	Associate Director, Computer Center	$24,237	$20,827	$29,475	5
309.5	Programmer Analyst I (highest level)	$22,880	$22,548	$26,868	6
310.0	Director, Computer Center Operations/Administrative	$34,286	$31,371	$37,736	6
312.0	Chief, Physical Plant/Facilities Management Officer	$27,426	$24,173	$31,900	49
312.1	Associate Director, Physical Plant/Facilities Management	$23,616	$19,448	$26,000	10
312.2	Manager, Landscape and Grounds	$21,200	$19,147	$25,266	7
312.5	Manager, Custodial Services	$20,736	$15,965	$25,291	11
313.0	Comptroller	$29,850	$26,169	$32,903	21
313.1	Manager, Payroll	$20,085	$14,998	$24,700	7
314.0	Director, Accounting	$25,578	$21,021	$31,487	16
314.1	Staff Accountant (highest level)	$20,933	$18,000	$25,117	14
316.0	Director, Purchasing	$19,250	$15,846	$71,041	12
317.0	Director, Bookstore	$17,628	$14,208	$20,245	36
319.0	Director, Auxiliary Services	$30,660	$25,829	$33,782	6
320.0	Director, Campus Security	$18,100	$14,043	$21,882	8
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$37,140	$34,806	$45,884	15
402.0	Chief Public Relations Officer	$25,040	$21,747	$29,747	18
403.0	Chief Development and Public Relations Officer	$30,663	$30,000	$45,978	5
405.0	Director, Development and Alumni Affairs	$30,675	$25,500	$35,344	5
408.0	Director, Community Services	$33,772	$28,965	$41,088	28
410.0	Director, Information Office	$22,500	$17,892	$27,964	15
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$42,549	$36,984	$47,800	73
502.0	Director, Admissions	$29,059	$25,340	$40,500	26
503.0	Director, Admissions and Registrar	$32,000	$26,280	$40,000	24
504.0	Registrar	$26,883	$22,078	$33,500	36
504.2	Assistant Registrar	$14,750	$14,742	$17,101	9
505.0	Director, Admissions and Financial Aid	$28,491	$27,480	$32,945	40
506.0	Director, Student Financial Aid	$25,625	$21,168	$32,736	58
506.1	Associate Director, Student Financial Aid	$18,700	$17,195	$19,618	6
507.0	Director, Food Services	$17,000	$16,000	$26,000	10
508.0	Director, Student Housing	$22,397	$21,360	$27,430	6
512.0	Director, Student Activities	$25,280	$19,800	$28,500	18
513.0	Director, Student Placement	$26,850	$21,766	$32,184	17
514.0	Director, Student Counseling	$32,717	$27,500	$39,940	33
518.0	Director, Athletics	$33,024	$26,877	$36,000	30

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Table 27

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 1,301 TO 2,400

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** 1,301 thru 2,400 **FTE-ENROLLMENT MEDIAN:** 1,776
1987/1988 BUDGET RANGE: Not specified **1987/1988 BUDGET MEDIAN:** $7,227,584 **CASES SELECTED:** 102

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$61,000	$60,525	$65,000	8
101.1	Assistant to the President, System	$32,826	$31,202	$38,550	5
102.0	Chief Executive Officer, Single Institution	$65,400	$60,500	$70,000	87
102.1	Assistant to the President, Single Institution	$39,010	$25,550	$47,609	23
103.0	Executive Vice President	$49,900	$46,467	$55,334	15
ACADEMIC					
201.0	Chief Academic Officer	$48,996	$45,000	$53,211	89
201.1	Director, Conferences	$32,420	$26,000	$38,298	5
203.0	Director, Library Services	$35,000	$28,908	$40,031	66
203.1	Circulation Librarian	$20,690	$17,745	$25,000	17
203.2	Acquisitions Librarian	$23,599	$17,217	$29,600	13
203.3	Technical Services Librarian	$26,344	$20,988	$30,368	28
203.4	Public Services Librarian	$25,668	$24,262	$33,723	14
203.5	Reference Librarian	$25,600	$23,764	$28,604	27
204.0	Director, Institutional Research	$34,000	$30,000	$38,900	33
205.0	Director, Educational Media Services	$29,544	$26,250	$33,230	19
206.0	Director, Learning Resources Center	$37,700	$32,773	$43,070	51
208.0	Director, Computer Center Operations/Academic	$34,980	$28,833	$41,760	12
209.0	Administrator, Grants and Contracts	$35,800	$29,000	$40,077	11
212.0	Dean, Arts and Letters	$39,144	$[illegible],210	$47,277	8
213.0	Dean, Arts and Sciences	$41,395	$[illegible]000	$45,747	25
214.0	Dean, Business	$38,052	$[illegible],775	$42,853	42
215.0	Dean, Communications	$34,170	$24,209	$34,441	5
216.0	Dean, Continuing Education	$39,058	$35,000	$43,774	59
219.0	Dean, Engineering	$37,000	$32,005	$48,182	14
221.0	Dean, Extension	$34,250	$33,050	$36,540	8
222.0	Dean, Fine Arts	$38,359	$29,010	$39,881	8
224.0	Dean, Health-Related Professions	$39,094	$34,700	$40,872	23
226.0	Dean, Humanities	$40,335	$36,437	$44,967	26
227.0	Dean, Instruction	$39,971	$39,520	$49,736	6
230.0	Dean, Mathematics	$39,612	$25,490	$45,516	7
233.0	Dean, Nursing	$37,836	$34,822	$43,582	22
234.0	Dean, Occupational Studies/Vocational Education/Technology	$40,000	$36,356	$47,700	47
237.0	Dean, Sciences	$39,564	$33,000	$43,500	28
238.0	Dean, Social Sciences	$40,962	$32,412	$46,540	16
240.0	Dean, Special Programs	$36,396	$34,286	$43,700	15
ADMINISTRATIVE					
301.0	Chief Business Officer	$47,532	$43,055	$52,735	96
302.0	Chief Planning Officer	$39,671	$34,000	$44,586	15
303.0	Chief Budgeting Officer	$35,000	$32,221	$41,081	10
303.1	Associate Budget Director	$27,170	$24,635	$40,008	7
306.0	Chief Personnel/Human Resources Officer	$32,826	$27,353	$36,630	31
307.0	Director, Affirmative Action/Equal Employment	$31,891	$22,717	$32,730	5
308.0	Director, Personnel and Affirmative Action	$31,334	$26,121	$37,433	30
309.0	Director, Computer Center	$36,400	$31,261	$42,132	55
309.1	Associate Director, Computer Center	$29,051	$24,033	$33,250	7
309.2	Data Base Administrator	$27,400	$26,600	$30,975	5
309.3	Systems Analyst I (highest level)	$30,253	$20,670	$35,000	8
309.5	Programmer Analyst I (highest level)	$27,180	$23,720	$33,987	19
309.6	Programmer Analyst II (lowest level)	$23,019	$19,988	$26,793	15
310.0	Director, Computer Center Operations/Administrative	$32,676	$26,311	$38,076	12
311.0	Director, Information Systems	$42,612	$32,500	$44,540	7
312.0	Chief, Physical Plant/Facilities Management Officer	$33,177	$28,594	$39,624	71
312.1	Associate Director, Physical Plant/Facilities Management	$26,208	$23,856	$28,893	22
312.2	Manager, Landscape and Grounds	$22,362	$19,550	$25,915	14
312.3	Manager, Building and Maintenance Trades	$22,706	$21,694	$26,100	6
312.5	Manager, Custodial Services	$22,055	$17,903	$27,620	14
313.0	Comptroller	$34,938	$30,951	$37,330	36
313.1	Manager, Payroll	$21,359	$19,110	$22,317	21
314.0	Director, Accounting	$27,528	$23,193	$30,000	23
314.1	Staff Accountant (highest level)	$23,500	$20,004	$27,036	23
314.2	Staff Accountant (lowest level)	$20,304	$17,750	$21,106	9
315.0	Bursar	$18,200	$12,480	$20,445	8
316.0	Director, Purchasing	$25,900	$20,072	$30,844	30
317.0	Director, Bookstore	$20,460	$16,841	$24,972	48
317.1	Associate Director, Bookstore	$15,806	$12,160	$17,844	6
319.0	Director, Auxiliary Services	$31,045	$25,534	$38,695	14
319.1	Manager, Mail Services	$14,280	$11,752	$16,841	9
320.0	Director, Campus Security	$22,754	$19,097	$30,864	34
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$37,293	$32,287	$42,172	26
401.2	Director, Corporate/Foundation Relations	$37,400	$33,479	$40,000	9
402.0	Chief Public Relations Officer	$30,081	$25,000	$34,485	42
403.0	Chief Development and Public Relations Officer	$39,700	$34,956	$43,160	11
408.0	Director, Community Services	$32,290	$26,265	$39,000	27
409.0	Director, Publications	$24,955	$20,666	$26,000	12
409.1	Associate Director, Publications	$21,000	$16,400	$23,733	5
409.2	Manager, Printing Services	$19,800	$18,744	$23,378	16
410.0	Director, Information Office	$22,872	$21,169	$28,699	18
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$44,547	$40,080	$49,039	94
502.0	Director, Admissions	$33,696	$29,390	$37,656	44
502.1	Associate Director, Admissions	$25,000	$24,148	$26,681	7
502.2	Assistant Director, Admissions	$17,808	$16,640	$26,231	6
503.0	Director, Admissions and Registrar	$35,147	$32,200	$42,828	34
504.0	Registrar	$31,512	$26,724	$35,876	48
504.2	Assistant Registrar	$21,099	$15,912	$30,000	8
505.0	Director, Admissions and Financial Aid	$31,745	$29,003	$34,650	8
506.0	Director, Student Financial Aid	$29,976	$24,300	$35,663	83

Table 27

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 1,301 TO 2,400 (continued)

POS	TITLE	MED	Q1	Q3	N
506.1	Associate Director, Student Financial Aid	$22,500	$16,608	$26,642	16
507.0	Director, Food Services	$22,343	$17,196	$23,992	12
508.0	Director, Student Housing	$31,055	$23,200	$34,394	11
508.3	Housing Officer/Residence Life	$18,452	$18,000	$21,691	6
511.0	Director, Student Union	$25,000	$22,889	$36,121	6
512.0	Director, Student Activities	$25,610	$21,750	$33,519	43
513.0	Director, Student Placement	$26,170	$24,660	$29,762	44
514.0	Director, Student Counseling	$34,515	$29,780	$39,000	54
514.1	Associate Director, Student Counseling	$26,190	$22,500	$38,278	7
516.0	Director, Student Health Services (Nurse Administrator)	$23,820	$21,053	$26,965	15
518.0	Director, Athletics	$36,992	$34,091	$45,000	31
522.0	Director, Campus Recreation/Intramurals	$19,234	$19,234	$22,963	5

Table 28

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 2,401 TO 4,700

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** 2,401 thru 4,700 **FTE-ENROLLMENT MEDIAN:** 3,205
1987/1988 BUDGET RANGE: Not specified **1987/1988 BUDGET MEDIAN:** $12,066,443 **CASES SELECTED:** 90

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$66,000	$60,000	$70,000	8
102.0	Chief Executive Officer, Single Institution	$69,651	$65,000	$74,469	78
102.1	Assistant to the President, Single Institution	$39,000	$30,311	$45,800	26
103.0	Executive Vice President	$56,032	$52,530	$58,560	16
ACADEMIC					
201.0	Chief Academic Officer	$53,630	$50,000	$58,100	78
202.0	Chief Health Professions Officer	$35,086	$34,400	$45,315	6
203.0	Director, Library Services	$38,563	$33,750	$42,631	44
203.1	Circulation Librarian	$27,528	$22,770	$34,400	10
203.2	Acquisitions Librarian	$25,433	$22,078	$28,371	9
203.3	Technical Services Librarian	$31,281	$24,767	$34,656	23
203.4	Public Services Librarian	$28,600	$27,198	$34,258	16
203.5	Reference Librarian	$26,821	$25,149	$30,819	21
204.0	Director, Institutional Research	$37,200	$30,203	$43,763	30
205.0	Director, Educational Media Services	$31,961	$29,223	$40,000	30
206.0	Director, Learning Resources Center	$40,981	$35,414	$43,949	39
208.0	Director, Computer Center Operations/Academic	$37,500	$30,349	$44,556	13
209.0	Administrator, Grants and Contracts	$32,195	$27,851	$39,456	18
211.0	Dean, Agriculture	$49,870	$40,358	$50,500	5
212.0	Dean, Arts and Letters	$44,680	$42,150	$47,219	11
213.0	Dean, Arts and Sciences	$48,200	$42,853	$54,820	15
214.0	Dean, Business	$44,348	$38,307	$48,200	45
215.0	Dean, Communications	$35,222	$35,213	$44,671	6
216.0	Dean, Continuing Education	$43,832	$38,991	$50,878	51
219.0	Dean, Engineering	$45,413	$44,151	$50,861	11
221.0	Dean, Extension	$34,213	$31,427	$43,030	7
222.0	Dean, Fine Arts	$39,135	$36,075	$50,775	10
224.0	Dean, Health-Related Professions	$45,532	$38,886	$52,002	29
226.0	Dean, Humanities	$42,828	$37,750	$46,446	20
227.0	Dean, Instruction	$47,990	$44,616	$53,106	11
230.0	Dean, Mathematics	$43,030	$40,544	$46,061	21
233.0	Dean, Nursing	$39,622	$37,404	$45,360	16
234.0	Dean, Occupational Studies/Vocational Education/Technical	$44,609	$40,050	$52,630	44
237.0	Dean, Sciences	$46,784	$41,319	$51,511	19
238.0	Dean, Social Sciences	$42,525	$40,052	$46,600	28
240.0	Dean, Special Programs	$36,933	$32,682	$45,760	10
ADMINISTRATIVE					
301.0	Chief Business Officer	$51,115	$46,360	$56,185	82
301.2	Director, Telecommunications	$33,444	$28,000	$33,600	5
302.0	Chief Planning Officer	$45,760	$38,706	$56,005	12
303.0	Chief Budgeting Officer	$37,222	$32,826	$40,656	12
303.1	Associate Budget Director	$30,043	$26,000	$30,646	5
306.0	Chief Personnel/Human Resources Officer	$39,430	$34,308	$45,682	36
306.1	Associate Director, Personnel/Human Resources	$26,230	$21,447	$34,438	9
306.2	Manager, Benefits	$25,600	$19,850	$25,700	5
307.0	Director, Affirmative Action/Equal Employment	$35,800	$24,224	$41,637	10
308.0	Director, Personnel and Affirmative Action	$36,956	$33,996	$45,793	22
309.0	Director, Computer Center	$41,962	$37,065	$47,700	39
309.1	Associate Director, Computer Center	$35,679	$32,950	$36,505	5
309.2	Data Base Administrator	$29,431	$23,880	$33,600	6
309.3	Systems Analyst I (highest level)	$31,964	$28,998	$35,894	15
309.5	Programmer Analyst I (highest level)	$28,400	$25,663	$31,788	27
309.6	Programmer Analyst II (lowest level)	$21,467	$20,134	$24,802	18
310.0	Director, Computer Center Operations/Administrative	$37,800	$25,053	$41,810	12
310.1	Associate Director, Computer Center Operations/Administrative	$32,021	$28,891	$34,152	5
311.0	Director, Information Systems	$46,132	$39,961	$49,700	13
312.0	Chief, Physical Plant/Facilities Management Officer	$38,160	$33,949	$42,600	66
312.1	Associate Director, Physical Plant/Facilities Management	$32,520	$30,000	$35,112	8
312.2	Manager, Landscape and Grounds	$25,019	$22,507	$28,247	18
312.3	Manager, Building and Maintenance Trades	$27,319	$25,100	$30,465	23
312.4	Manager, Technical Trades	$25,177	$25,100	$31,112	6
312.5	Manager, Custodial Services	$23,647	$21,000	$27,505	23
312.6	Manager, Power Plant	$28,348	$26,724	$33,409	5
313.0	Comptroller	$40,083	$37,057	$44,785	39
313.1	Manager, Payroll	$22,128	$17,182	$25,061	12
314.0	Director, Accounting	$33,800	$26,052	$36,120	17
314.1	Staff Accountant (highest level)	$25,439	$22,599	$26,980	21
314.2	Staff Accountant (lowest level)	$18,022	$17,175	$23,390	10
315.0	Bursar	$37,271	$32,901	$39,000	9
316.0	Director, Purchasing	$29,000	$25,776	$32,321	34
317.0	Director, Bookstore	$26,336	$21,540	$29,736	51
317.1	Associate Director, Bookstore	$18,720	$16,740	$22,790	7
318.0	Director, Internal Audit	$29,172	$27,632	$31,000	6
319.0	Director, Auxiliary Services	$33,625	$27,624	$39,279	19
319.1	Manager, Mail Services	$21,672	$17,817	$23,162	7
320.0	Director, Campus Security	$27,360	$20,983	$32,520	38
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$44,419	$35,559	$50,303	25
402.0	Chief Public Relations Officer	$34,000	$29,100	$36,640	40
403.0	Chief Development and Public Relations Officer	$38,681	$35,830	$47,526	10
404.0	Director, Alumni Affairs	$26,306	$23,520	$27,851	9
408.0	Director, Community Services	$41,004	$31,500	$48,545	34
409.0	Director, Publications	$27,764	$27,408	$33,337	10
409.2	Manager, Printing Services	$20,594	$18,158	$24,446	18
410.0	Director, Information Office	$27,923	$24,583	$34,390	20
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$49,000	$44,800	$54,273	76
502.0	Director, Admissions	$34,861	$31,700	$40,566	40
502.1	Associate Director, Admissions	$27,039	$21,948	$31,729	8

Table 28

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 2,401 TO 4,700 (continued)

POS	TITLE	MED	Q1	Q3	N
502.2	Assistant Director, Admissions	$26,413	$25,366	$28,655	14
503.0	Director, Admissions and Registrar	$42,050	$35,504	$45,859	28
504.0	Registrar	$37,374	$32,398	$41,753	50
504.2	Assistant Registrar	$25,033	$22,225	$26,723	8
506.0	Director, Student Financial Aid	$36,218	$30,500	$39,921	73
506.1	Associate Director, Student Financial Aid	$23,461	$20,519	$27,984	22
507.0	Director, Food Services	$29,100	$22,871	$35,783	15
508.0	Director, Student Housing	$26,124	$20,500	$32,550	7
512.0	Director, Student Activities	$41,842	$27,878	$37,589	49
513.0	Director, Student Placement	$30,806	$25,695	$34,469	43
514.0	Director, Student Counseling	$39,567	$36,500	$44,688	51
516.0	Director, Student Health Services (Nurse Administrator)	$24,357	$20,491	$29,057	26
518.0	Director, Athletics	$41,841	$31,583	$48,673	33
522.0	Director, Campus Recreation/Intramural	$24,516	$20,655	$33,600	10

Table 29

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 4,701 OR MORE

CLASSIFICATION: 2-Yr College SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: 4,701 thru max enrollment
FTE-ENROLLMENT MEDIAN: 7,812 1987/1988 BUDGET RANGE: Not specified. 1987/1988 BUDGET MEDIAN: $28,209,270 CASES SELECTED: 96

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$83,475	$72,340	$91,400	34
101.1	Assistant to the President, System	$44,331	$32,032	$58,599	16
102.0	Chief Executive Officer, Single Institution	$75,700	$68,620	$85,164	59
102.1	Assistant to the President, Single Institution	$44,563	$41,647	$55,961	23
103.0	Executive Vice President	$68,800	$56,201	$68,900	21
ACADEMIC					
201.0	Chief Academic Officer	$60,827	$56,270	$67,060	88
201.1	Director, Conferences	$27,991	$27,320	$37,852	6
202.0	Chief Health Professions Officer	$54,432	$52,705	$58,432	8
203.0	Director, Library Services	$47,165	$38,065	$51,728	46
203.1	Circulation Librarian	$35,556	$30,401	$41,128	11
203.2	Acquisitions Librarian	$32,975	$28,750	$42,403	14
203.3	Technical Services Librarian	$30,286	$26,242	$36,684	24
203.4	Public Services Librarian	$29,756	$25,929	$38,139	12
203.5	Reference Librarian	$30,915	$26,710	$38,153	19
204.0	Director, Institutional Research	$42,000	$37,332	$52,136	58
204.1	Associate Director, Institutional Research	$37,434	$32,956	$40,850	15
205.0	Director, Educational Media Services	$39,400	$32,637	$44,466	33
206.0	Director, Learning Resources Center	$46,740	$42,744	$51,380	44
207.0	Director, International Studies Education	$36,195	$27,728	$43,885	8
208.0	Director, Computer Center Operations/Academic	$41,436	$35,960	$50,093	23
209.0	Administrator, Grants and Contracts	$38,000	$34,320	$48,000	40
210.0	Dean, Architecture	$46,144	$43,900	$48,144	5
212.0	Dean, Arts and Letters	$43,923	$39,078	$53,844	8
213.0	Dean, Arts and Sciences	$51,250	$47,620	$58,432	20
214.0	Dean, Business	$50,793	$46,237	$55,464	47
215.0	Dean, Communications	$49,088	$46,081	$51,700	13
216.0	Dean, Continuing Education	$51,100	$43,724	$56,020	43
219.0	Dean, Engineering	$52,000	$48,245	$54,207	13
221.0	Dean, Extension	$43,080	$41,616	$50,817	10
222.0	Dean, Fine Arts	$47,745	$45,000	$53,300	13
224.0	Dean, Health-Related Professions	$49,218	$46,595	$55,432	34
226.0	Dean, Humanities	$51,746	$43,695	$56,633	26
227.0	Dean, Instruction	$55,062	$48,836	$57,984	19
230.0	Dean, Mathematics	$47,840	$41,702	$55,162	20
233.0	Dean, Nursing	$44,000	$40,122	$54,594	15
234.0	Dean, Occupational Studies/Vocational Education/Technical	$49,050	$46,315	$54,500	46
237.0	Dean, Sciences	$47,582	$44,321	$52,247	29
238.0	Dean, Social Sciences	$50,895	$46,860	$53,979	33
240.0	Dean, Special Programs	$46,740	$44,026	$50,000	18
ADMINISTRATIVE					
301.0	Chief Business Officer	$59,488	$54,000	$67,000	85
301.2	Director, Telecommunications	$48,249	$36,702	$56,757	15
302.0	Chief Planning Officer	$60,139	$54,269	$64,263	24
303.0	Chief Budgeting Officer	$46,333	$39,618	$57,500	39
303.1	Associate Budget Director	$39,225	$27,915	$49,633	15
305.0	General Counsel	$54,744	$50,421	$60,576	11
306.0	Chief Personnel/Human Resources Officer	$53,308	$45,000	$58,680	65
306.1	Associate Director, Personnel/Human Resources	$45,371	$37,639	$48,390	29
306.2	Manager, Benefits	$29,145	$22,000	$31,230	21
306.3	Manager, Training and Development	$35,560	$32,307	$41,854	11
306.6	Manager, Employment	$33,480	$27,069	$30,153	16
306.7	Manager, Wage and Salary, Manager, Compensation	$25,631	$24,093	$49,176	11
306.8	Manager, Personnel Information Systems	$44,037	$37,161	$36,965	10
307.0	Director, Affirmative Action, Equal Employment	$45,828	$38,725	$47,747	23
308.0	Director, Personnel and Affirmative Action	$47,047	$41,629	$51,491	20
309.0	Director, Computer Center	$46,710	$37,370	$58,167	46
309.1	Associate Director, Computer Center	$38,067	$35,781	$44,437	12
309.2	Data Base Administrator	$42,424	$38,333	$42,915	19
309.3	Systems Analyst I (highest level)	$37,069	$35,127	$40,265	32
309.4	Systems Analyst II (lowest level)	$30,842	$28,423	$35,621	10
309.5	Programmer Analyst I (highest level)	$29,583	$22,859	$30,286	38
309.6	Programmer Analyst II (lowest level)	$44,900	$35,521	$51,540	37
310.0	Director, Computer Center Operations/Administration	$38,931	$31,576	$40,627	18
310.1	Associate Director, Computer Center Operations/Administration	$30,000	$40,350	$53,154	7
311.0	Director, Information Systems	$46,128	$41,499	$52,457	25
312.0	Chief, Physical Plant/Facilities Management Officer	$35,067	$31,850	$38,815	77
312.1	Associate Director, Physical Plant/Facilities Management	$33,476	$34,200	$32,893	38
312.2	Manager, Landscape and Grounds	$30,470	$26,288	$33,409	26
312.3	Manager, Building and Maintenance Trades	$35,269	$30,155	$37,882	24
312.4	Manager, Technical Trades	$27,576	$23,780	$31,647	7
312.5	Manager, Custodial Services	$30,900	$27,488	$33,409	28
312.6	Manager, Power Plant	$47,935	$42,416	$52,040	9
313.0	Comptroller	$29,116	$23,808	$34,776	52
313.1	Manager, Payroll	$38,076	$33,488	$44,646	35
314.0	Director, Accounting	$29,223	$24,303	$31,100	44
314.1	Staff Accountant (highest level)	$23,204	$21,204	$25,340	33
314.2	Staff Accountant (lowest level)	$31,404	$25,415	$39,000	24
315.0	Bursar	$38,691	$32,466	$45,050	20
316.0	Director, Purchasing	$27,497	$24,471	$33,658	60
316.1	Associate Director, Purchasing	$30,332	$28,240	$35,928	15
317.0	Director, Bookstore	$25,700	$20,827	$32,489	44
317.1	Associate Director, Bookstore	$35,856	$29,880	$44,078	14
318.0	Director, Internal Audit	$41,632	$34,646	$48,170	24
319.0	Director, Auxiliary Services	$21,719	$17,862	$28,395	24
319.1	Manager, Mail Services	$31,757	$27,988	$40,647	12
320.0	Director, Campus Security	$37,176	$26,908	$49,187	57
321.0	Director, Risk Management and Insurance				7

Table 29

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS OF 4,701 OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$49,065	$44,457	$54,487	32
401.1	Director, Annual Giving	$36,050	$31,949	$39,327	10
401.2	Director, Corporate/Foundation Relations	$39,140	$36,136	$45,000	9
401.3	Coordinator, Resource Development	$37,927	$33,353	$48,312	6
402.0	Chief Public Relations Officer	$45,006	$39,303	$50,000	53
402.1	Director, Governmental/Legislative Relations	$53,675	$49,414	$54,664	5
403.0	Chief Development and Public Relations Officer	$55,515	$43,000	$58,229	7
404.0	Director, Alumni Affairs	$27,274	$26,000	$33,458	11
405.0	Director, Development and Alumni Affairs	$36,040	$34,613	$40,000	6
408.0	Director, Community Services	$44,980	$35,487	$57,674	31
409.0	Director, Publications	$28,967	$26,500	$31,914	16
409.2	Manager, Printing Services	$30,635	$27,960	$34,107	24
410.0	Director, Information Office	$34,532	$30,960	$44,162	30
411.0	Director, News Bureau	$27,942	$26,709	$31,123	6
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$58,100	$51,081	$62,500	71
502.0	Director, Admissions	$44,716	$34,650	$48,415	45
502.1	Associate Director, Admissions	$35,430	$25,420	$43,370	11
502.2	Assistant Director, Admissions	$29,817	$23,000	$34,427	10
503.0	Director, Admissions and Registrar	$46,079	$41,789	$53,088	32
504.0	Registrar	$41,631	$34,622	$48,735	47
504.1	Associate Registrar	$33,403	$26,874	$41,322	17
504.2	Assistant Registrar	$29,393	$25,051	$33,401	18
505.0	Director, Admissions and Financial Aid	$48,909	$38,980	$50,734	5
506.0	Director, Student Financial Aid	$40,079	$33,569	$46,458	71
506.1	Associate Director, Student Financial Aid	$31,095	$26,474	$35,045	23
507.0	Director, Food Services	$30,264	$27,585	$35,954	16
508.0	Director, Student Housing	$25,638	$23,661	$29,547	6
510.0	Director, Foreign Students	$23,920	$23,660	$31,017	5
512.0	Director, Student Activities	$40,301	$30,158	$48,445	56
513.0	Director, Student Placement	$35,500	$31,901	$39,324	41
514.0	Director, Student Counseling	$45,717	$39,516	$51,203	55
516.0	Director, Student Health Service (Nurse, Doctor)	$32,000	$23,879	$42,834	24
518.0	Director, Athletics	$47,639	$39,749	$51,228	48
522.0	Director, Campus Recreation (Intramurals)	$23,915	$21,747	$29,700	7

Table 30

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS OF 300 OR LESS

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Zero thru 300
FTE-ENROLLMENT MEDIAN: 211 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $1,878,658 **CASES SELECTED:** 11

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$44,450	$35,000	$54,000	10
ACADEMIC					
201.0	Chief Academic Officer	$28,929	$24,500	$33,000	10
203.0	Director, Library Services	$20,634	$18,600	$23,612	9
ADMINISTRATIVE					
301.0	Chief Business Officer	$27,175	$23,920	$29,160	9
313.0	Comptroller	$20,500	$19,860	$22,488	5
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$25,000	$19,478	$27,500	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$23,500	$21,287	$24,180	9
502.0	Director, Admissions	$25,930	$21,888	$26,950	8
504.0	Registrar	$18,000	$14,560	$21,000	8
506.0	Director, Student Financial Aid	$20,105	$15,300	$20,280	7

Table 31

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS OF 301 TO 450

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 301 thru 450
FTE-ENROLLMENT MEDIAN: 400 **1987/1988 BUDGET RANGE:** Not specified. **1987/1988 BUDGET MEDIAN:** $2,500,000 **CASES SELECTED:** 13

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$47,108	$38,000	$50,100	13
102.1	Assistant to the President, Single Institution	$30,790	$23,000	$35,400	5
ACADEMIC					
201.0	Chief Academic Officer	$34,200	$25,000	$40,000	12
203.0	Director, Library Services	$21,772	$18,010	$25,750	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$35,146	$31,000	$40,000	9
312.0	Chief, Physical Plant/Facilities Management Officer	$14,166[1]	$14,000	$29,000	5
317.0	Director, Bookstore	$17,500	$12,000	$20,148	7
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$24,000	$22,100	$32,000	8
502.0	Director, Admissions	$26,068	$18,000	$28,000	9
504.0	Registrar	$21,818	$16,000	$28,700	7
506.0	Director, Student Financial Aid	$18,500	$16,910	$20,000	7
508.0	Director, Student Housing	$19,080	$16,000	$19,835	5

Table 32

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS OF 451 TO 800

CLASSIFICATION: 2-Yr College SOURCE OF SUPPORT: Private Religious, Private Independent FTE-ENROLLMENT RANGE: 451 thru 800
FTE-ENROLLMENT MEDIAN: 707 1987/1988 BUDGET RANGE: Not specified. 1987/1988 BUDGET MEDIAN: $5,000,000 CASES SELECTED: 11.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$60,000	$57,500	$71,000	10
102.1	Assistant to the President, Single Institution	$24,000	$19,879	$26,500	6
ACADEMIC					
201.0	Chief Academic Officer	$43,750	$34,456	$46,750	11
203.0	Director, Library Services	$24,157	$21,000	$30,126	11
204.0	Director, Institutional Research	$27,300	$24,000	$34,443	5
206.0	Director, Learning Resources Center	$20,000	$20,000	$22,000	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$33,500	$29,500	$46,350	10
312.0	Chief, Physical Plant/Facilities Management Officer	$24,300	$22,000	$25,000	5
314.1	Staff Accountant (highest level)	$16,170	$16,000	$17,000	5
316.0	Director, Purchasing	$24,400	$21,000	$25,363	5
317.0	Director, Bookstore	$16,700	$15,222	$17,436	5
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$35,700	$31,450	$45,400	8
404.0	Director, Alumni Affairs	$17,600	$17,200	$23,000	6
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$32,200	$26,290	$37,950	11
502.0	Director, Admissions	$27,575	$25,000	$33,700	7
502.2	Assistant Director, Admissions	$16,607	$15,750	$20,000	7
504.0	Registrar	$25,658	$24,000	$28,000	9
506.0	Director, Student Financial Aid	$20,250	$18,000	$23,370	8
506.1	Associate Director, Student Financial Aid	$20,000	$15,000	$20,500	5
512.0	Director, Student Activities	$18,400	$16,900	$21,175	7
514.0	Director, Student Counseling	$22,707	$19,400	$27,500	8
516.0	Director, Student Health Services (Nurse Administrator)	$14,445	$14,400	$20,500	6
518.0	Director, Athletics	$30,000	$24,100	$35,950	6

Table 33

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS OF 801 OR MORE

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** 801 thru max enrollment
FTE-ENROLLMENT MEDIAN: 1,063 **1987/1988 BUDGET RANGE:** Not specified **1987/1988 BUDGET MEDIAN:** $5,488,600 **CASES SELECTED:** 9.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$80,000	$65,000	$85,000	9
103.0	Executive Vice President	$58,850	$55,440	$65,430	6
ACADEMIC					
201.0	Chief Academic Officer	$46,750	$42,000	$58,300	9
203.0	Director, Library Services	$27,000	$25,000	$30,864	7
208.0	Director, Computer Center Operations/Academic	$22,580	$19,500	$27,400	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$44,000	$34,850	$51,000	7
309.0	Director, Computer Center	$29,000	$28,000	$36,100	5
312.0	Chief, Physical Plant/Facilities Management Officer	$32,000	$25,900	$33,323	6
316.0	Director, Purchasing	$24,000	$22,315	$28,137	5
317.0	Director, Bookstore	$17,056	$17,000	$19,870	6
EXTERNAL AFFAIRS					
404.0	Director, Alumni Affairs	$23,940	$22,386	$24,150	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$34,000	$29,660	$42,000	6
502.0	Director, Admissions	$36,300	$29,775	$40,000	9
502.1	Associate Director, Admissions	$22,300	$21,000	$26,549	5
502.2	Assistant Director, Admissions	$19,920	$17,500	$22,300	7
504.0	Registrar	$22,500	$20,500	$27,837	7
506.0	Director, Student Financial Aid	$26,130	$23,476	$30,000	9
508.0	Director, Student Housing	$24,380	$22,000	$31,500	5
513.0	Director, Student Placement	$20,975	$17,811	$25,358	6
514.0	Director, Student Counseling	$24,032	$18,500	$27,000	7
518.0	Director, Athletics	$27,000	$26,506	$30,100	5

Table 34

PUBLIC UNIVERSITIES WITH BUDGETS OF $29 MILLION OR LESS

CLASSIFICATION: University **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 3,312
1987/1988 BUDGET RANGE: Zero thru $29,000,000 **1987/1988 BUDGET MEDIAN:** $18,646,374 **CASES SELECTED:** 72.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE		$80,000	$72,000	$88,319	5
101.0	Chief Executive Officer, System	$75,000	$67,500	$80,000	67
102.0	Chief Executive Officer, Single Institution	$38,592	$34,680	$45,000	25
102.1	Assistant to the President, Single Institution	$58,456	$52,272	$60,696	16
103.0	Executive Vice President				
ACADEMIC		$62,000	$54,228	$67,000	71
201.0	Chief Academic Officer	$29,500	$22,854	$33,138	13
201.1	Director, Conferences	$40,980	$36,625	$45,744	60
203.0	Director, Library Services	$22,488	$19,260	$29,239	31
203.1	Circulation Librarian	$26,300	$24,290	$29,846	35
203.2	Acquisitions Librarian	$28,150	$22,500	$31,404	43
203.3	Technical Services Librarian	$26,000	$22,780	$32,448	24
203.4	Public Services Librarian	$25,500	$21,720	$29,660	48
203.5	Reference Librarian	$40,000	$35,755	$47,702	38
204.0	Director, Institutional Research	$28,000	$23,575	$35,990	33
205.0	Director, Educational Media Services	$28,450	$25,001	$40,001	18
206.0	Director, Learning Resources Center	$39,000	$32,000	$45,688	5
207.0	Director, International Studies Education	$39,000	$31,641	$41,200	18
208.0	Director, Computer Center Operations/Academic	$32,000	$25,776	$40,000	7
208.1	Associate Director, Computer Center Operations/Academic	$35,000	$29,701	$46,752	21
209.0	Administrator, Grants and Contracts	$58,700	$45,000	$58,831	11
211.0	Dean, Agriculture	$44,800	$42,156	$50,000	10
212.0	Dean, Arts and Letters	$56,500	$49,000	$60,000	37
213.0	Dean, Arts and Sciences	$57,270	$49,500	$60,121	51
214.0	Dean, Business	$40,000	$36,762	$45,955	6
215.0	Dean, Communications	$45,100	$39,850	$47,853	26
216.0	Dean, Continuing Education	$51,000	$45,200	$57,205	48
218.0	Dean, Education	$57,861	$42,156	$64,050	12
219.0	Dean, Engineering	$47,853	$41,940	$49,140	5
221.0	Dean, Extension	$44,220	$37,080	$51,709	10
222.0	Dean, Fine Arts	$50,876	$46,752	$57,192	31
223.0	Dean, Graduate Programs	$55,200	$49,840	$60,705	10
224.0	Dean, Health-Related Professions	$51,755	$42,000	$59,766	12
226.0	Dean, Humanities	$48,920	$42,000	$50,000	10
229.0	Dean, Library and Information Sciences	$49,100	$40,305	$53,354	8
230.0	Dean, Mathematics	$50,600	$40,000	$59,281	18
233.0	Dean, Nursing	$45,624	$37,716	$50,000	8
234.0	Dean, Occupational Studies/Vocational Education	$48,970	$43,345	$56,454	20
237.0	Dean, Sciences	$44,152	$34,164	$46,980	13
238.0	Dean, Social Sciences	$37,231	$24,032	$45,000	6
240.0	Dean, Special Programs				
ADMINISTRATIVE		$53,361	$47,250	$61,524	69
301.0	Chief Business Officer	$25,044	$19,368	$32,000	6
301.1	Director, Health and Safety	$32,000	$28,860	$37,080	9
301.2	Director, Telecommunications	$50,988	$38,934	$54,600	12
302.0	Chief Planning Officer	$38,170	$31,235	$43,680	23
303.0	Chief Budgeting Officer	$36,000	$34,000	$39,698	7
303.1	Associate Budget Director	$51,600	$48,000	$53,000	7
304.0	Chief Planning and Budget Officer	$40,000	$33,655	$45,888	8
305.0	General Counsel	$43,037	$27,784	$36,656	36
306.0	Chief Personnel/Human Resources Officer	$24,024	$20,900	$38,325	11
306.1	Associate Director, Personnel/Human Resources	$25,555	$22,780	$25,812	8
306.2	Manager, Benefits	$24,000	$22,416	$31,200	7
306.6	Manager, Employment	$32,000	$25,896	$37,362	20
307.0	Director, Affirmative Action/Equal Employment	$32,440	$28,107	$39,336	20
308.0	Director, Personnel and Affirmative Action	$41,000	$36,000	$46,827	55
309.0	Director, Computer Center	$34,936	$31,500	$35,960	14
309.1	Associate Director, Computer Center	$32,952	$32,640	$40,000	5
309.2	Data Base Administrator	$30,000	$25,020	$33,382	30
309.3	Systems Analyst I (highest level)	$25,448	$21,968	$29,105	16
309.4	Systems Analyst II (lowest level)	$25,346	$21,815	$32,725	34
309.5	Programmer Analyst I (highest level)	$19,530	$17,950	$23,483	26
309.6	Programmer Analyst II (lowest level)	$37,200	$32,676	$42,000	11
310.0	Director, Computer Center Operations/Administrative	$36,556	$33,163	$46,000	7
310.1	Associate Director, Computer Center Operations/Administrative	$42,548	$29,988	$46,355	11
311.0	Director, Information Systems	$40,000	$35,635	$44,904	68
312.0	Chief, Physical Plant/Facilities Management Office	$30,443	$28,860	$36,336	30
312.1	Associate Director, Physical Plant/Facilities Management	$22,413	$20,508	$28,139	40
312.2	Manager, Landscape and Grounds	$24,048	$21,275	$27,645	28
312.3	Manager, Building and Maintenance Trades	$25,410	$22,133	$28,594	11
312.4	Manager, Technical Trades	$22,413	$19,280	$26,904	40
312.5	Manager, Custodial Services	$28,498	$25,997	$31,700	25
312.6	Manager, Power Plant	$39,600	$35,742	$47,840	45
313.0	Comptroller	$21,600	$18,910	$23,616	28
313.1	Manager, Payroll	$32,160	$28,377	$36,222	29
314.0	Director, Accounting	$22,000	$19,129	$28,080	28
314.1	Staff Accountant (highest level)	$16,785	$13,920	$20,158	20
314.2	Staff Accountant (lowest level)	$25,450	$22,260	$29,709	22
315.0	Bursar	$28,594	$24,970	$32,000	57
316.0	Director, Purchasing	$21,896	$19,116	$26,748	11
316.1	Associate Director, Purchasing	$23,244	$19,215	$27,359	48
317.0	Director, Bookstore	$19,200	$15,740	$20,408	6
317.1	Associate Director, Bookstore	$32,764	$28,062	$34,686	14
318.0	Director, Internal Audit	$38,950	$35,152	$43,835	18
319.0	Director, Auxiliary Services	$16,884	$14,160	$20,496	26
319.1	Manager, Mail Services	$27,409	$23,658	$32,406	52
320.0	Director, Campus Security				
EXTERNAL AFFAIRS		$49,113	$43,450	$54,600	36
401.0	Chief Development Officer	$32,712	$26,000	$40,600	7
401.1	Director, Annual Giving				

Table 34

PUBLIC UNIVERSITIES WITH BUDGETS OF $29 MILLION OR LESS (continued)

POS	TITLE	MED	Q1	Q3	N
402.0	Chief Public Relations Officer	$32,708	$27,096	$40,000	26
403.0	Chief Development and Public Relations Officer	$44,935	$38,225	$50,907	7
404.0	Director, Alumni Affairs	$26,625	$23,700	$32,600	35
405.0	Director, Development and Alumni Affairs	$40,000	$37,932	$42,115	10
408.0	Director, Community Services	$31,577	$25,000	$39,300	8
409.0	Director, Publications	$25,500	$24,720	$32,760	14
409.2	Manager, Printing Services	$25,620	$21,000	$29,400	29
410.0	Director, Information Office	$28,566	$22,872	$34,447	29
411.0	Director, News Bureau	$21,400	$15,843	$25,000	12
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$49,300	$43,452	$55,000	68
502.0	Director, Admissions	$32,770	$29,199	$36,738	50
502.1	Associate Director, Admissions	$27,430	$22,500	$29,105	15
502.2	Assistant Director, Admissions	$21,416	$20,157	$23,583	21
503.0	Director, Admissions and Registrar	$41,200	$35,087	$47,798	21
504.0	Registrar	$35,000	$30,500	$39,535	53
504.1	Associate Registrar	$26,000	$20,736	$29,413	12
504.2	Assistant Registrar	$24,628	$18,972	$27,504	19
505.0	Director, Admissions and Financial Aid	$45,736	$40,000	$46,215	6
506.0	Director, Student Financial Aid	$31,680	$27,442	$35,400	61
506.1	Associate Director, Student Financial Aid	$24,432	$21,840	$29,338	31
507.0	Director, Food Services	$30,732	$29,000	$34,839	12
508.0	Director, Student Housing	$29,946	$24,240	$33,280	37
508.1	Associate Director, Student Housing	$26,148	$23,193	$27,268	13
508.2	Housing Officer/Administrative Operations	$21,996	$19,700	$27,280	6
508.3	Housing Officer/Residence Life	$22,175	$19,109	$24,960	11
510.0	Director, Foreign Students	$28,444	$24,515	$33,000	17
511.0	Director, Student Union	$31,512	$27,727	$36,750	27
511.1	Associate Director, Student Union	$22,203	$21,313	$27,040	10
512.0	Director, Student Activities	$25,375	$20,000	$31,335	46
513.0	Director, Student Placement	$36,721	$33,472	$35,625	51
514.0	Director, Student Counseling	$33,414	$29,360	$38,267	48
514.1	Associate Director, Student Counseling	$26,780	$20,380	$31,968	9
515.0	Director, Student Health Services (Physician Administrator)	$41,556	$24,200	$60,000	14
516.0	Director, Student Health Services (Nurse Administrator)	$25,650	$19,548	$26,787	30
518.0	Director, Athletics	$42,200	$36,232	$47,500	52
519.0	Director, Sports Information	$21,000	$18,995	$24,000	36
521.0	Director, Athletics/Women	$42,320	$32,027	$49,205	6
522.0	Director, Campus Recreation/Intramurals	$29,000	$21,426	$31,945	31

Table 35

PUBLIC UNIVERSITIES WITH BUDGETS OF $29.1 - $61 MILLION

CLASSIFICATION: University SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: Not specified FTE-ENROLLMENT MEDIAN: 7,111
1987/1988 BUDGET RANGE: $29,000,001 thru $61,000,000 1987/1988 BUDGET MEDIAN: $42,126,300 CASES SELECTED: 74

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$65,000	$60,101	$85,000	5
102.0	Chief Executive Officer, Single Institution	$61,000	$75,000	$90,625	68
102.1	Assistant to the President, Single Institution	$45,091	$37,140	$53,964	47
103.0	Executive Vice President	$64,721	$63,909	$72,032	13
ACADEMIC					
201.0	Chief Academic Officer	$71,600	$63,354	$78,398	69
201.1	Director, Conferences	$36,448	$27,097	$42,688	18
202.0	Chief Health Professions Officer	$53,305	$32,776	$77,506	6
203.0	Director, Library Services	$49,548	$44,949	$53,500	66
203.1	Circulation Librarian	$24,978	$23,889	$29,400	47
203.2	Acquisitions Librarian	$29,281	$25,817	$32,976	53
203.3	Technical Services Librarian	$34,776	$29,416	$38,474	46
203.4	Public Services Librarian	$34,320	$30,374	$38,615	41
203.5	Reference Librarian	$29,416	$26,910	$33,300	58
204.0	Director, Institutional Research	$40,688	$35,000	$46,890	44
204.1	Associate Director, Institutional Research	$37,256	$28,000	$35,556	16
205.0	Director, Educational Media Services	$33,480	$28,985	$43,050	35
206.0	Director, Learning Resources Center	$38,000	$29,416	$45,800	24
207.0	Director, International Studies Education	$45,665	$38,060	$56,568	14
208.0	Director, Computer Center Operations/Academic	$43,660	$39,853	$48,812	22
208.1	Associate Director, Computer Center Operations/Academic	$34,356	$35,072	$38,133	13
209.0	Administrator, Grants and Contracts	$40,000	$32,829	$50,460	51
211.0	Dean, Agriculture	$58,328	$55,600	$66,600	10
212.0	Dean, Arts and Letters	$62,408	$57,000	$65,984	13
213.0	Dean, Arts and Sciences	$61,770	$55,964	$66,723	47
214.0	Dean, Business	$65,030	$59,650	$70,700	63
216.0	Dean, Continuing Education	$54,788	$46,260	$58,000	39
218.0	Dean, Education	$59,828	$55,913	$64,000	62
219.0	Dean, Engineering	$68,968	$63,084	$77,000	28
221.0	Dean, Extension	$50,820	$43,577	$71,100	7
222.0	Dean, Fine Arts	$57,838	$50,854	$60,000	25
223.0	Dean, Graduate Programs	$57,024	$51,000	$62,890	62
224.0	Dean, Health-Related Professions	$60,656	$57,308	$66,476	16
225.0	Dean, Home Economics	$50,000	$51,100	$65,310	6
226.0	Dean, Humanities	$55,255	$55,240	$65,000	12
228.0	Dean, Law	$70,993	$64,933	$74,220	6
229.0	Dean, Library and Information Sciences	$55,116	$52,210	$59,600	11
232.0	Dean, Music	$42,000	$40,660	$60,000	5
233.0	Dean, Nursing	$60,930	$52,309	$63,536	27
234.0	Dean, Occupational Studies/Vocational Education	$56,852	$54,344	$61,770	12
235.0	Dean, Pharmacy	$58,025	$51,100	$66,900	7
237.0	Dean, Sciences	$59,530	$55,185	$70,000	17
238.0	Dean, Social Sciences	$60,000	$51,383	$63,150	8
241.0	Dean, Undergraduate Programs	$47,200	$45,194	$56,939	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$65,780	$60,030	$72,000	70
301.1	Director, Health and Safety	$27,409	$26,000	$31,692	19
301.2	Director, Telecommunications	$30,899	$27,672	$41,766	31
302.0	Chief Planning Officer	$44,200	$46,203	$57,865	16
303.0	Chief Budgeting Officer	$42,300	$35,888	$48,054	47
303.1	Associate Budget Director	$30,497	$24,600	$36,405	20
304.0	Chief Planning and Budget Officer	$52,777	$48,348	$60,300	13
305.0	General Counsel	$48,235	$46,000	$57,120	18
305.1	Associate General Counsel	$40,000	$37,315	$55,102	5
306.0	Chief Personnel/Human Resources Officer	$41,200	$37,350	$46,000	58
306.1	Associate Director, Personnel/Human Resources	$29,400	$27,546	$34,368	32
306.2	Manager, Benefits	$29,437	$26,388	$27,682	31
306.3	Manager, Training and Development	$28,260	$21,630	$32,472	14
306.4	Manager, Employee Relations	$24,500	$19,307	$29,609	6
306.6	Manager, Employment	$22,628	$20,779	$26,496	25
306.7	Manager, Wage and Salary/Manager, Compensation	$24,655	$22,392	$29,906	18
306.8	Manager, Personnel Information Systems	$25,584	$21,000	$28,200	7
307.0	Director, Affirmative Action/Equal Employment	$37,704	$32,651	$43,444	49
308.0	Director, Personnel and Affirmative Action	$42,000	$37,950	$44,899	5
309.0	Director, Computer Center	$40,672	$44,388	$55,138	53
309.1	Associate Director, Computer Center	$36,384	$33,267	$40,000	21
309.2	Data Base Administrator	$28,031	$28,272	$38,760	19
309.3	Systems Analyst I (highest level)	$32,754	$31,000	$38,350	41
309.4	Systems Analyst II (lowest level)	$28,105	$25,020	$32,445	31
309.5	Programmer Analyst I (highest level)	$26,694	$23,360	$31,368	48
309.6	Programmer Analyst II (lowest level)	$22,037	$20,013	$25,008	44
310.0	Director, Computer Center Operations/Administrative	$41,002	$37,672	$52,000	15
310.1	Associate Director, Computer Center Operations/Administrative	$36,000	$35,000	$47,484	12
311.0	Director, Information Systems	$44,000	$37,937	$52,000	13
312.0	Chief, Physical Plant/Facilities Management Officer	$46,755	$41,755	$50,700	68
312.1	Associate Director, Physical Plant/Facilities Management	$34,172	$31,250	$40,850	43
312.2	Manager, Landscape and Grounds	$29,997	$22,416	$29,906	49
312.3	Manager, Building and Maintenance Trades	$29,564	$25,900	$34,776	43
312.4	Manager, Technical Trades	$31,572	$25,775	$34,287	19
312.5	Manager, Custodial Services	$25,822	$23,074	$28,432	51
312.6	Manager, Power Plant	$30,665	$26,602	$33,224	34
313.0	Comptroller	$45,800	$41,508	$51,799	53
313.1	Manager, Payroll	$26,124	$23,988	$30,520	58
314.0	Director, Accounting	$36,995	$32,400	$42,420	45
314.1	Staff Accountant (highest level)	$26,344	$22,887	$29,900	41
314.2	Staff Accountant (lowest level)	$20,842	$18,432	$23,000	29
315.0	Bursar	$29,975	$25,100	$35,602	31
315.1	Associate Bursar	$19,200	$18,480	$30,643	6
316.0	Director, Purchasing	$34,595	$30,710	$38,184	62

Table 35

PUBLIC UNIVERSITIES WITH BUDGETS OF $29.1 - $61 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
316.1	Associate Director, Purchasing	$26,165	$21,324	$28,604	33
317.0	Director, Bookstore	$32,004	$28,104	$37,033	49
317.1	Associate Director, Bookstore	$22,170	$21,200	$26,179	19
318.0	Director, Internal Audit	$32,832	$30,000	$39,067	39
319.0	Director, Auxiliary Services	$41,705	$35,120	$45,912	36
319.1	Manager, Mail Services	$20,812	$19,267	$22,929	29
320.0	Director, Campus Security	$32,022	$27,500	$39,070	67
321.0	Director, Risk Management and Insurance	$31,263	$27,824	$37,028	8
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$54,016	$45,000	$62,053	53
401.1	Director, Annual Giving	$31,261	$22,880	$35,000	26
401.2	Director, Corporate/Foundation Relations	$31,365	$31,140	$50,000	9
401.3	Coordinator, Resource Development	$24,675	$23,170	$41,600	6
402.0	Chief Public Relations Officer	$40,350	$36,186	$45,170	40
402.1	Director, Governmental/Legislative Relations	$58,184	$38,400	$60,000	9
403.0	Chief Development and Public Relations Officer	$61,072	$51,516	$68,799	18
404.0	Director, Alumni Affairs	$34,010	$29,240	$39,732	58
405.0	Director, Development and Alumni Affairs	$51,000	$44,086	$55,238	7
406.0	Director, Special and Deferred Gifts	$42,000	$31,525	$45,937	11
408.0	Director, Community Services	$35,000	$27,760	$45,500	8
409.0	Director, Publications	$31,274	$27,775	$40,000	34
409.1	Associate Director, Publications	$25,432	$21,982	$28,730	13
409.2	Manager, Printing Services	$28,443	$25,000	$30,650	37
410.0	Director, Information Office	$34,380	$29,553	$43,299	22
411.0	Director, News Bureau	$28,670	$24,948	$32,700	26
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$60,000	$53,600	$62,250	70
502.0	Director, Admissions	$40,375	$36,000	$47,000	51
502.1	Associate Director, Admissions	$32,386	$27,516	$35,844	34
502.2	Assistant Director, Admissions	$27,353	$22,530	$29,124	44
503.0	Director, Admissions and Registrar	$46,676	$43,200	$51,079	18
504.0	Registrar	$41,900	$36,525	$45,728	59
504.1	Associate Registrar	$31,042	$27,252	$36,297	39
504.2	Assistant Registrar	$26,290	$22,000	$29,499	38
506.0	Director, Student Financial Aid	$38,356	$33,955	$42,660	71
506.1	Associate Director, Student Financial Aid	$25,076	$22,728	$30,716	50
507.0	Director, Food Services	$34,667	$31,000	$38,352	29
507.1	Associate Director, Food Services	$27,396	$21,500	$31,261	12
508.0	Director, Student Housing	$35,500	$29,279	$40,600	58
508.1	Associate Director, Student Housing	$30,477	$25,027	$35,242	23
508.2	Housing Officer/Administrative Operations	$26,500	$20,604	$29,491	15
508.3	Housing Officer/Residence Life	$26,967	$22,212	$29,445	21
508.4	Housing Officer/Family Housing	$19,847	$15,756	$24,000	5
509.0	Director, Housing and Food Service	$45,870	$45,860	$50,500	5
510.0	Director, Foreign Students	$27,043	$22,830	$37,057	23
511.0	Director, Student Union	$35,625	$30,758	$41,224	45
511.1	Associate Director, Student Union	$28,012	$23,000	$30,595	15
511.2	Student Union Business Manager	$26,000	$21,002	$28,000	15
512.0	Director, Student Activities	$31,842	$26,179	$37,543	45
513.0	Director, Student Placement	$35,515	$30,816	$41,935	61
514.0	Director, Student Counseling	$41,691	$35,200	$44,981	63
514.1	Associate Director, Student Counseling	$31,198	$25,455	$36,607	15
515.0	Director, Student Health Services (Physician Administrator)	$63,408	$54,884	$67,110	36
516.0	Director, Student Health Services (Nurse Administrator)	$27,222	$22,810	$31,425	28
518.0	Director, Athletics	$49,884	$43,510	$56,375	62
519.0	Director, Sports Information	$25,027	$22,416	$28,906	57
520.0	Director, Athletics/Men	$41,461	$39,300	$46,352	9
521.0	Director, Athletics/Women	$36,558	$31,146	$40,920	21
522.0	Director, Campus Recreation/Intramurals	$30,834	$25,756	$34,260	41

Table 36

PUBLIC UNIVERSITIES WITH BUDGETS OF $61.1 - $169 MILLION

CLASSIFICATION: University **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 13,500
1987/1988 BUDGET RANGE: $61,000,001 thru $169,000,000 **1987/1988 BUDGET MEDIAN:** $98,187,520 **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$104,700	$84,750	$109,650	7
102.0	Chief Executive Officer, Single Institution	$97,405	$88,900	$100,908	65
102.1	Assistant to the President, Single Institution	$55,000	$44,949	$60,000	48
103.0	Executive Vice President	$78,030	$72,100	$88,962	16
ACADEMIC					
201.0	Chief Academic Officer	$81,304	$77,004	$87,156	69
201.1	Director, Conferences	$37,048	$33,750	$42,500	22
202.0	Chief Health Professions Officer	$57,640	$49,000	$85,464	6
203.0	Director, Library Services	$61,944	$57,636	$66,000	67
203.1	Circulation Librarian	$29,565	$24,948	$34,056	53
203.2	Acquisitions Librarian	$33,400	$30,056	$38,850	53
203.3	Technical Services Librarian	$37,380	$33,300	$42,264	44
203.4	Public Services Librarian	$41,015	$36,100	$44,040	37
203.5	Reference Librarian	$33,384	$30,100	$36,756	54
204.0	Director, Institutional Research	$49,935	$43,000	$56,100	58
204.1	Associate Director, Institutional Research	$37,670	$31,650	$44,544	21
205.0	Director, Educational Media Services	$44,964	$37,000	$53,100	48
206.0	Director, Learning Resources Center	$44,000	$39,084	$53,364	23
207.0	Director, International Studies Education	$45,263	$37,489	$57,240	24
208.0	Director, Computer Center Operations/Academic	$49,135	$44,330	$58,000	25
208.1	Associate Director, Computer Center Operations/Academic	$40,000	$36,500	$48,114	23
209.0	Administrator, Grants and Contracts	$50,111	$43,704	$57,240	57
210.0	Dean, Architecture	$68,000	$65,155	$73,000	18
211.0	Dean, Agriculture	$73,203	$70,716	$78,504	18
212.0	Dean, Arts and Letters	$70,600	$66,000	$74,952	13
213.0	Dean, Arts and Sciences	$74,124	$69,000	$80,000	46
214.0	Dean, Business	$73,568	$67,200	$80,292	68
216.0	Dean, Continuing Education	$67,400	$59,983	$68,004	49
218.0	Dean, Education	$69,500	$63,540	$72,213	64
219.0	Dean, Engineering	$75,000	$72,588	$83,357	49
221.0	Dean, Extension	$60,840	$46,176	$66,732	12
222.0	Dean, Fine Arts	$68,790	$61,500	$70,000	26
223.0	Dean, Graduate Programs	$68,000	$62,600	$73,728	59
224.0	Dean, Health-Related Professions	$66,500	$62,000	$72,794	22
225.0	Dean, Home Economics	$59,900	$54,000	$67,400	7
226.0	Dean, Humanities	$69,432	$63,540	$73,308	14
228.0	Dean, Law	$80,000	$80,000	$92,000	15
229.0	Dean, Library and Information Services	$61,036	$57,050	$64,100	12
231.0	Dean, Medicine	$89,145	$87,624	$104,240	5
232.0	Dean, Music	$63,240	$61,420	$69,200	6
233.0	Dean, Nursing	$63,560	$58,989	$72,400	22
234.0	Dean, Occupational Studies/Vocational Education (Technical)	$64,000	$60,768	$68,560	17
237.0	Dean, Sciences	$75,000	$63,540	$80,000	25
238.0	Dean, Social Sciences	$65,004	$60,515	$74,964	14
239.0	Dean, Social Work	$68,906	$65,380	$74,000	9
241.0	Dean, Undergraduate Programs	$59,300	$52,000	$68,628	11
ADMINISTRATIVE					
301.0	Chief Business Officer	$75,140	$69,900	$79,500	69
301.1	Director, Health and Safety	$34,600	$32,050	$43,500	44
301.2	Director, Telecommunications	$40,200	$34,466	$47,988	48
302.0	Chief Planning Officer	$56,836	$48,315	$68,140	22
303.0	Chief Budgeting Officer	$52,500	$45,052	$56,500	58
303.1	Associate Budget Director	$37,000	$30,000	$44,823	22
304.0	Chief Planning and Budget Officer	$58,000	$52,715	$64,893	10
305.0	General Counsel	$57,350	$50,336	$61,548	27
305.1	Associate General Counsel	$41,200	$34,848	$46,824	10
306.0	Chief Personnel/Human Resources Officer	$50,744	$45,000	$58,167	65
306.1	Associate Director, Personnel/Human Resources	$38,200	$32,388	$44,255	44
306.2	Manager, Benefits	$38,808	$35,567	$36,119	53
306.3	Manager, Training and Development	$31,075	$26,000	$39,468	29
306.4	Manager, Employee Relations	$27,387	$25,250	$39,900	12
306.5	Manager, Labor Relations	$40,000	$38,198	$47,232	14
306.6	Manager, Employment	$27,720	$24,825	$36,708	40
306.7	Manager, Wage and Salary/Manager, Compensation	$31,000	$26,676	$34,932	33
306.8	Manager, Personnel Information Systems	$26,082	$23,112	$34,125	16
307.0	Director, Affirmative Action/Equal Employment	$40,008	$34,008	$50,088	64
307.1	Associate Director, Affirmative Action/Equal Employment	$28,329	$23,929	$48,230	7
309.0	Director, Computer Center	$60,684	$55,785	$67,323	60
309.1	Associate Director, Computer Center	$50,250	$45,500	$54,000	28
309.2	Data Base Administrator	$42,500	$36,920	$45,140	25
309.3	Systems Analyst I (highest level)	$36,455	$33,174	$40,609	48
309.4	Systems Analyst II (lowest level)	$29,617	$26,500	$36,572	46
309.5	Programmer Analyst I (highest level)	$29,078	$26,376	$35,406	52
309.6	Programmer Analyst II (lowest level)	$23,929	$20,820	$27,504	43
310.0	Director, Computer Center Operations/Administrative	$49,725	$44,904	$53,000	24
310.1	Associate Director, Computer Center Operations/Administrative	$46,412	$39,084	$50,832	19
311.0	Director, Information Systems	$52,656	$48,841	$63,200	21
312.0	Chief, Physical Plant/Facilities Management Officer	$55,100	$50,133	$60,823	75
312.1	Associate Director, Physical Plant/Facilities Management	$43,747	$39,372	$46,660	48
312.2	Manager, Landscape and Grounds	$32,128	$27,500	$37,524	54
312.3	Manager, Building and Maintenance Trades	$35,400	$32,280	$38,100	50
312.4	Manager, Technical Trades	$34,213	$21,128	$37,650	26
312.5	Manager, Custodial Services	$30,360	$27,353	$36,540	57
312.6	Manager, Power Plant	$36,620	$31,800	$41,880	43
313.0	Comptroller	$52,937	$50,960	$59,300	56
313.1	Manager, Payroll	$30,727	$26,325	$36,528	60
314.0	Director, Accounting	$43,378	$34,928	$47,660	48
314.1	Staff Accountant (highest level)	$28,692	$25,020	$34,400	43
314.2	Staff Accountant (lowest level)	$21,755	$19,678	$23,637	42

Table 36

PUBLIC UNIVERSITIES WITH BUDGETS OF $61.1 - $169 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
315.0	Bursar	$35,585	$32,689	$45,270	39
315.1	Associate Bursar	$29,800	$26,169	$35,580	16
316.0	Director, Purchasing	$40,000	$35,892	$47,619	70
316.1	Associate Director, Purchasing	$34,572	$31,560	$38,644	33
317.0	Director, Bookstore	$38,230	$31,231	$42,000	43
317.1	Associate Director, Bookstore	$27,524	$25,300	$32,239	21
318.0	Director, Internal Audit	$40,950	$35,712	$44,646	53
319.0	Director, Auxiliary Services	$53,184	$45,704	$61,000	38
319.1	Manager, Mail Services	$31,589	$29,848	$26,960	53
320.0	Director, Campus Security	$43,004	$36,617	$48,474	69
321.0	Director, Risk Management and Insurance	$40,350	$32,356	$44,600	20
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$60,715	$53,692	$72,984	48
401.1	Director, Annual Giving	$37,063	$27,575	$38,367	34
401.2	Director, Corporate/Foundation Relations	$43,788	$39,109	$51,560	20
401.3	Coordinator, Resource Development	$30,667	$27,568	$36,750	12
401.4	Director, Estate Planning	$44,668	$40,150	$55,000	12
402.0	Chief Public Relations Officer	$47,020	$38,020	$57,500	27
402.1	Director, Governmental/Legislative Relations	$49,346	$43,485	$61,000	16
403.0	Chief Development and Public Relations Officer	$60,000	$48,204	$72,000	20
404.0	Director, Alumni Affairs	$39,780	$32,092	$44,360	60
405.0	Director, Development and Alumni Affairs	$49,625	$42,915	$65,000	10
406.0	Director, Special and Deferred Gifts	$45,948	$34,125	$51,119	12
408.0	Director, Community Services	$36,591	$32,744	$40,193	9
409.0	Director, Publications	$37,360	$30,450	$41,805	45
409.1	Associate Director, Publications	$28,362	$26,412	$30,994	8
409.2	Manager, Printing Services	$33,589	$29,075	$37,182	51
410.0	Director, Information Office	$42,000	$36,400	$51,362	38
411.0	Director, News Bureau	$32,106	$26,755	$36,732	32
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$63,833	$62,400	$73,788	72
502.0	Director, Admissions	$47,526	$41,000	$52,786	59
502.1	Associate Director, Admissions	$35,500	$30,254	$38,400	44
502.2	Assistant Director, Admissions	$25,954	$23,509	$30,358	35
503.0	Director, Admissions and Registrar	$53,327	$45,300	$57,500	19
504.0	Registrar	$46,100	$40,870	$54,391	59
504.1	Associate Registrar	$36,687	$31,812	$38,944	36
504.2	Assistant Registrar	$27,225	$24,000	$32,050	38
506.0	Director, Student Financial Aid	$43,570	$39,305	$49,572	73
506.1	Associate Director, Student Financial Aid	$32,414	$28,011	$35,350	53
507.0	Director, Food Services	$40,367	$36,145	$44,300	35
507.1	Associate Director, Food Services	$31,500	$26,867	$34,830	19
508.0	Director, Student Housing	$43,000	$39,200	$51,162	55
508.1	Associate Director, Student Housing	$33,028	$29,700	$39,500	30
508.2	Housing Officer/Administrative Operations	$32,188	$29,350	$36,550	19
508.3	Housing Officer/Residence Life	$26,168	$22,427	$30,000	31
508.4	Housing Officer/Family Housing	$27,000	$23,470	$30,932	14
509.0	Director, Housing and Food Service	$43,083	$40,474	$49,250	8
510.0	Director, Foreign Students	$31,197	$25,681	$39,600	41
511.0	Director, Student Union	$34,767	$30,999	$40,232	47
511.1	Associate Director, Student Union	$31,000	$29,250	$36,940	27
511.2	Student Union Business Manager	$28,236	$25,012	$31,438	17
512.0	Director, Student Activities	$40,913	$33,105	$46,600	51
513.0	Director, Student Placement	$41,040	$37,000	$47,460	68
514.0	Director, Student Counseling	$45,500	$41,001	$51,870	65
514.1	Associate Director, Student Counseling	$36,952	$33,710	$43,440	22
515.0	Director, Student Health Services (Physician)	$60,000	$60,000	$62,950	48
516.0	Director, Student Health Services (Nurse Administrator)	$33,772	$28,509	$37,003	27
518.0	Director, Athletics	$67,318	$55,380	$75,551	65
519.0	Director, Sports Information	$24,940	$24,000	$33,576	59
520.0	Director, Athletics/Men	$40,328	$34,400	$46,864	10
521.0	Director, Athletics/Women	$41,470	$37,264	$49,284	22
522.0	Director, Campus Recreation/Intramurals	$35,063	$33,045	$41,400	48

Table 37

PUBLIC UNIVERSITIES WITH BUDGETS OF $169.1 MILLION OR MORE

CLASSIFICATION: University SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: Not specified. FTE-ENROLLMENT MEDIAN: 23,725
1987/1988 BUDGET RANGE: $169,000,001 thru max budget 1987/1988 BUDGET MEDIAN: $253,900,000 CASES SELECTED: 74.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$115,000	$101,760	$121,400	31
101.1	Assistant to the President, System	$61,000	$50,000	$75,000	21
102.0	Chief Executive Officer, Single Institution	$115,165	$103,880	$128,220	39
102.1	Assistant to the President, Single Institution	$53,000	$43,368	$57,856	25
103.0	Executive Vice President	$89,800	$83,000	$100,605	20
ACADEMIC					
201.0	Chief Academic Officer	$92,400	$83,900	$103,500	66
201.1	Director, Conferences	$42,995	$36,468	$49,494	26
202.0	Chief Health Professions Officer	$109,450	$96,768	$160,000	25
203.0	Director, Library Services	$71,300	$65,664	$79,700	56
203.1	Circulation Librarian	$30,836	$28,184	$36,156	43
203.2	Acquisitions Librarian	$35,000	$30,500	$38,724	49
203.3	Technical Services Librarian	$45,000	$40,767	$51,300	45
203.4	Public Services Librarian	$44,978	$40,000	$52,835	34
203.5	Reference Librarian	$35,592	$31,200	$40,248	49
204.0	Director, Institutional Research	$51,178	$44,500	$56,112	46
204.1	Associate Director, Institutional Research	$42,000	$34,440	$52,994	23
205.0	Director, Educational Media Services	$47,000	$43,850	$54,130	33
206.0	Director, Learning Resources Center	$46,980	$43,127	$63,681	22
207.0	Director, International Studies Education	$43,307	$43,985	$69,444	26
208.0	Director, Computer Center Operations Administration	$65,500	$59,961	$79,280	34
208.1	Associate Director, Computer Center Operations Administration	$50,675	$46,090	$60,925	29
209.0	Administrator, Grants and Contracts	$54,840	$51,547	$69,566	58
210.0	Dean, Architecture	$77,044	$69,660	$87,610	24
211.0	Dean, Agriculture	$88,000	$77,400	$96,000	31
212.0	Dean, Arts and Letters	$79,223	$75,000	$88,450	10
213.0	Dean, Arts and Sciences	$65,000	$58,676	$84,500	34
214.0	Dean, Business	$88,715	$79,310	$97,151	48
215.0	Dean, Communications	$76,250	$67,000	$83,000	19
216.0	Dean, Continuing Education	$64,500	$57,800	$72,480	33
217.0	Dean, Dentistry	$99,281	$92,114	$104,000	16
218.0	Dean, Education	$79,440	$71,017	$85,000	50
219.0	Dean, Engineering	$94,587	$85,000	$100,000	50
221.0	Dean, Extension	$76,459	$67,704	$82,800	17
222.0	Dean, Fine Arts	$70,000	$65,257	$83,000	21
223.0	Dean, Graduate Programs	$80,300	$74,160	$93,800	49
224.0	Dean, Health-Related Professions	$75,072	$72,000	$84,588	15
225.0	Dean, Home Economics	$74,560	$67,169	$82,800	21
226.0	Dean, Humanities	$60,000	$68,243	$80,280	9
228.0	Dean, Law	$102,040	$90,500	$108,040	32
229.0	Dean, Library and Information Sciences	$73,500	$64,000	$78,000	13
231.0	Dean, Medicine	$120,000	$104,280	$161,579	28
232.0	Dean, Music	$93,500	$75,648	$85,088	9
233.0	Dean, Nursing	$80,779	$70,864	$87,000	36
234.0	Dean, Occupational Studies/Vocational Education/Technology	$74,100	$66,576	$70,750	5
235.0	Dean, Pharmacy	$69,800	$57,500	$92,833	27
236.0	Dean, Public Health	$97,902	$94,395	$110,260	6
237.0	Dean, Sciences	$86,616	$78,795	$97,050	20
238.0	Dean, Social Sciences	$85,634	$79,000	$88,000	12
239.0	Dean, Social Work	$76,633	$70,000	$82,000	23
241.0	Dean, Undergraduate Programs	$68,922	$61,800	$71,000	9
242.0	Dean, Veterinary Medicine	$86,000	$77,700	$94,500	17
ADMINISTRATIVE					
301.0	Chief Business Officer	$85,000	$79,100	$95,000	67
301.1	Director, Health and Safety	$47,880	$36,750	$57,185	47
301.2	Director, Telecommunications	$60,916	$42,024	$61,894	47
302.0	Chief Planning Officer	$61,500	$57,000	$85,000	22
303.0	Chief Budgeting Officer	$54,753	$48,408	$70,000	55
303.1	Associate Budget Director	$46,500	$42,500	$53,000	33
304.0	Chief Planning and Budget Officer	$72,850	$61,200	$80,250	20
305.0	General Counsel	$67,000	$58,442	$78,500	46
305.1	Associate General Counsel	$44,153	$38,000	$56,379	29
306.0	Chief Personnel/Human Resources Officer	$62,725	$53,000	$70,250	69
306.1	Associate Director, Personnel/Human Resources	$44,198	$40,300	$54,600	33
306.2	Manager, Benefits	$36,027	$28,320	$41,917	50
306.3	Manager, Training and Development	$32,730	$28,818	$38,592	44
306.4	Manager, Employee Relations	$39,973	$32,689	$45,910	21
306.5	Manager, Labor Relations	$40,140	$36,788	$49,985	21
306.6	Manager, Employment	$34,456	$26,767	$39,243	48
306.7	Manager, Wage and Salary/Manager, Compensation	$35,017	$29,672	$43,646	46
306.8	Manager, Personnel Information Systems	$35,485	$33,276	$42,736	25
307.0	Director, Affirmative Action/Equal Employment	$46,500	$43,260	$53,075	58
307.1	Associate Director, Affirmative Action/Equal Employment	$32,088	$25,939	$35,000	17
309.0	Director, Computer Center	$66,000	$60,000	$71,500	35
309.1	Associate Director, Computer Center	$52,927	$47,600	$55,557	21
309.2	Data Base Administrator	$43,500	$39,282	$46,877	30
309.3	Systems Analyst I (highest level)	$37,537	$34,839	$42,061	43
309.4	Systems Analyst II (lowest level)	$29,460	$25,944	$31,000	41
309.5	Programmer Analyst I (highest level)	$31,132	$26,772	$36,295	50
309.6	Programmer Analyst II (lowest level)	$23,311	$21,512	$26,419	45
310.0	Director, Computer Center Operations Administration	$61,000	$51,840	$67,628	29
310.1	Associate Director, Computer Center Operations Administration	$50,972	$46,100	$56,500	25
311.0	Director, Information Systems	$63,000	$52,199	$76,600	34
312.0	Chief, Physical Plant/Facilities Management Officer	$65,000	$58,000	$72,719	61
312.1	Associate Director, Physical Plant/Facilities Management	$49,675	$44,646	$56,520	39
312.2	Manager, Landscape and Grounds	$34,008	$29,906	$38,206	46
312.3	Manager, Building and Maintenance Trades	$40,850	$34,523	$45,613	40
312.4	Manager, Technical Trades	$39,349	$29,460	$47,000	17
312.5	Manager, Custodial Services	$33,394	$29,660	$38,724	53

Table 37

PUBLIC UNIVERSITIES WITH BUDGETS OF $169.1 MILLION OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
312.6	Manager, Power Plant	$37,661	$33,333	$46,032	40
313.0	Comptroller	$63,301	$57,558	$68,000	51
313.1	Manager, Payroll	$39,800	$35,125	$44,688	62
314.0	Director, Accounting	$46,100	$42,942	$55,805	51
314.1	Staff Accountant (highest level)	$27,687	$25,224	$32,888	38
314.2	Staff Accountant (lowest level)	$21,036	$18,465	$23,418	37
315.0	Bursar	$41,800	$37,380	$47,940	32
315.1	Associate Bursar	$31,500	$30,000	$36,000	13
316.0	Director, Purchasing	$49,080	$42,955	$53,916	58
316.1	Associate Director, Purchasing	$37,944	$32,169	$43,176	35
317.0	Director, Bookstore	$41,000	$36,750	$46,000	39
317.1	Associate Director, Bookstore	$27,719	$23,910	$34,631	14
318.0	Director, Internal Audit	$49,755	$43,500	$56,710	56
319.0	Director, Auxiliary Services	$58,860	$50,800	$65,707	30
319.1	Manager, Mail Services	$25,200	$23,053	$29,206	38
320.0	Director, Campus Security	$48,415	$39,999	$55,500	54
321.0	Director, Risk Management and Insurance	$47,000	$40,560	$52,300	33
322.0	Administrator, Hospital Medical Center	$110,000	$87,861	$120,000	23
322.1	Director, Medical Center Public Relations/Affairs	$43,948	$37,000	$66,000	19
322.2	Director, Medical Center Personnel	$50,000	$43,102	$51,000	13
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$70,000	$65,000	$77,808	36
401.1	Director, Annual Giving	$34,000	$29,240	$42,184	24
401.2	Director, Corporate/Foundation Relations	$45,000	$35,250	$52,546	23
401.3	Coordinator, Resource Development	$25,009	$23,338	$34,539	13
401.4	Director, Estate Planning	$46,226	$42,600	$52,320	13
402.0	Chief Public Relations Officer	$65,200	$52,153	$76,000	49
402.1	Director, Governmental/Legislative Relations	$61,092	$54,325	$75,731	38
403.0	Chief Development and Public Relations Officer	$84,893	$79,800	$89,000	16
404.0	Director, Alumni Affairs	$50,551	$43,500	$60,650	43
406.0	Director, Special and Deferred Gifts	$48,000	$39,720	$51,845	15
408.0	Director, Community Services	$49,393	$35,560	$62,592	10
409.0	Director, Publications	$40,000	$34,172	$46,000	48
409.1	Associate Director, Publications	$35,284	$26,750	$41,521	11
409.2	Manager, Printing Services	$36,500	$32,222	$43,460	40
410.0	Director, Information Office	$49,675	$41,900	$54,000	38
411.0	Director, News Bureau	$36,856	$31,305	$43,296	28
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$76,379	$67,737	$83,000	58
502.0	Director, Admissions	$49,000	$46,000	$57,750	48
502.1	Associate Director, Admissions	$36,419	$31,669	$42,840	38
502.2	Assistant Director, Admissions	$28,018	$26,467	$31,101	33
503.0	Director, Admissions and Registrar	$56,356	$53,000	$61,296	16
504.0	Registrar	$49,152	$44,000	$57,243	46
504.1	Associate Registrar	$37,504	$34,420	$43,880	32
504.2	Assistant Registrar	$29,300	$25,725	$34,411	35
506.0	Director, Student Financial Aid	$49,152	$43,597	$55,500	56
506.1	Associate Director, Student Financial Aid	$35,100	$31,020	$38,952	48
507.0	Director, Food Services	$46,686	$40,850	$53,520	34
507.1	Associate Director, Food Services	$37,800	$34,188	$43,000	21
508.0	Director, Student Housing	$50,679	$43,100	$57,250	42
508.1	Associate Director, Student Housing	$37,996	$31,285	$43,500	25
508.2	Housing Officer/Administrative Operations	$43,300	$40,500	$43,500	27
508.3	Housing Officer/Residence Life	$32,784	$26,220	$41,632	27
508.4	Housing Officer/Family Housing	$28,191	$25,775	$35,892	22
509.0	Director, Housing and Food Service	$63,600	$54,456	$66,360	13
510.0	Director, Foreign Students	$36,581	$32,139	$42,840	37
511.0	Director, Student Union	$47,683	$43,715	$55,452	43
511.1	Associate Director, Student Union	$34,900	$31,000	$40,819	25
511.2	Student Union Business Manager	$30,500	$25,380	$34,797	25
512.0	Director, Student Activities	$40,835	$35,282	$52,433	40
513.0	Director, Student Placement	$44,740	$39,396	$49,344	48
514.0	Director, Student Counseling	$50,328	$44,000	$55,200	48
514.1	Associate Director, Student Counseling	$46,301	$33,674	$44,104	26
515.0	Director, Student Health Services (Physician Administrator)	$75,289	$64,277	$85,600	50
516.0	Director, Student Health Services (Nurse Administrator)	$33,561	$29,647	$36,613	14
518.0	Director, Athletics	$80,000	$69,000	$85,000	48
519.0	Director, Sports Information	$35,050	$29,800	$42,126	42
520.0	Director, Athletics, Men	$47,548	$43,782	$65,400	12
521.0	Director, Athletics, Women	$45,776	$40,266	$50,796	18
522.0	Director, Campus Recreation/Intramurals	$42,108	$39,821	$45,360	43

Table 38

PRIVATE UNIVERSITIES WITH BUDGETS OF $21 MILLION OR LESS

CLASSIFICATION: University SOURCE OF SUPPORT: Private Religious, Private Independent FTE-ENROLLMENT RANGE: Not specified
FTE-ENROLLMENT MEDIAN: 1,573 1987/1988 BUDGET RANGE: Zero thru $21,000,000 1987/1988 BUDGET MEDIAN: $10,693,000 CASES SELECTED: 39.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$82,000	$67,000	$95,000	37
102.1	Assistant to the President, Single Institution	$36,000	$22,880	$42,000	9
103.0	Executive Vice President	$60,000	$40,100	$65,000	15
ACADEMIC					
201.0	Chief Academic Officer	$55,000	$44,500	$63,860	34
203.0	Director, Library Services	$30,200	$28,500	$35,069	35
203.1	Circulation Librarian	$20,400	$18,900	$21,795	8
203.2	Acquisitions Librarian	$22,320	$20,600	$24,245	9
203.3	Technical Services Librarian	$22,900	$20,600	$26,500	18
203.4	Public Services Librarian	$22,400	$19,500	$26,200	7
203.5	Reference Librarian	$23,390	$19,890	$27,030	21
204.0	Director, Institutional Research	$33,500	$29,445	$44,000	8
205.0	Director, Educational Media Services	$22,650	$20,000	$24,000	14
206.0	Director, Learning Resources Center	$24,500	$21,500	$32,209	10
207.0	Director, International Studies Education	$30,400	$29,833	$37,080	5
208.0	Director, Computer Center Operations/Academic	$28,600	$25,807	$35,000	10
209.0	Administrator, Grants and Contracts	$31,750	$29,331	$46,200	6
213.0	Dean, Arts and Sciences	$49,030	$43,000	$51,000	13
214.0	Dean, Business	$46,350	$36,800	$55,790	25
216.0	Dean, Continuing Education	$43,000	$41,000	$46,000	9
218.0	Dean, Education	$40,000	$37,600	$46,460	16
219.0	Dean, Engineering	$45,235	$44,000	$65,000	7
222.0	Dean, Fine Arts	$40,000	$32,400	$51,500	6
223.0	Dean, Graduate Programs	$43,000	$35,200	$47,040	8
226.0	Dean, Humanities	$33,665	$26,975	$39,000	8
228.0	Dean, Law	$78,000	$72,000	$95,000	5
232.0	Dean, Music	$48,550	$42,000	$51,850	5
233.0	Dean, Nursing	$42,440	$39,100	$49,440	7
237.0	Dean, Sciences	$36,419	$33,000	$40,268	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$45,000	$37,220	$59,000	35
306.0	Chief Personnel/Human Resources Officer	$26,652	$25,958	$30,110	12
308.0	Director, Personnel and Affirmative Action	$25,000	$18,000	$31,200	7
309.0	Director, Computer Center	$36,100	$31,500	$45,700	16
309.3	Systems Analyst I (highest level)	$25,000	$18,554	$30,000	11
309.4	Systems Analyst II (lowest level)	$21,100	$20,440	$24,605	6
309.5	Programmer Analyst I (highest level)	$23,063	$19,560	$25,000	11
310.0	Director, Computer Center Operations/Administrative	$31,065	$22,324	$34,814	5
311.0	Director, Information Systems	$29,964	$27,000	$33,000	5
312.0	Chief, Physical Plant/Facilities Management Officer	$32,500	$29,428	$42,600	30
312.1	Associate Director, Physical Plant Facilities Management	$25,000	$19,548	$29,025	6
312.2	Manager, Landscape and Grounds	$22,600	$20,800	$25,500	11
312.3	Manager, Building and Maintenance Trades	$26,751	$21,025	$30,000	13
312.5	Manager, Custodial Services	$21,153	$18,000	$27,700	7
312.6	Manager, Power Plant	$26,657	$25,725	$33,000	6
313.0	Comptroller	$35,637	$28,000	$42,000	28
313.1	Manager, Payroll	$22,800	$14,918	$18,914	8
314.0	Director, Accounting	$25,658	$20,500	$28,325	16
314.1	Staff Accountant (highest level)	$22,770	$18,772	$24,200	10
314.2	Staff Accountant (lowest level)	$17,000	$15,541	$17,290	9
315.0	Bursar	$25,611	$20,000	$25,235	9
316.0	Director, Purchasing	$25,500	$17,500	$32,000	13
317.0	Director, Bookstore	$24,000	$15,900	$26,989	19
319.0	Director, Auxiliary Services	$28,993	$28,500	$38,600	6
319.1	Manager, Mail Services	$14,614	$14,000	$19,500	10
320.0	Director, Campus Security	$21,500	$18,203	$26,090	22
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$41,865	$36,008	$55,373	27
401.1	Director, Annual Giving	$26,800	$21,522	$28,000	11
401.2	Director, Corporate/Foundation Relations	$31,800	$26,547	$32,500	9
401.3	Coordinator, Resource Development	$27,040	$24,648	$30,000	5
401.4	Director, Estate Planning	$32,500	$30,000	$36,600	7
402.0	Chief Public Relations Officer	$27,300	$22,315	$30,000	22
403.0	Chief Development and Public Relations Officer	$36,050	$35,574	$48,500	5
404.0	Director, Alumni Affairs	$26,500	$22,627	$30,600	23
405.0	Director, Development and Alumni Affairs	$29,500	$24,720	$42,000	5
406.0	Director, Special and Deferred Gifts	$32,310	$23,789	$36,598	7
407.0	Director, Church Relations	$27,000	$23,100	$43,625	11
409.0	Director, Publications	$25,756	$24,200	$30,000	14
409.2	Manager, Printing Services	$22,500	$17,745	$25,066	5
410.0	Director, Information Office	$25,000	$18,510	$27,500	10
411.0	Director, News Bureau	$20,000	$16,000	$24,300	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$39,000	$30,305	$47,500	35
502.0	Director, Admissions	$31,581	$25,750	$35,500	27
502.1	Associate Director, Admissions	$26,284	$27,429	$28,200	16
502.2	Assistant Director, Admissions	$18,734	$17,000	$21,000	18
504.0	Registrar	$29,523	$24,565	$33,400	35
504.1	Associate Registrar	$20,780	$20,511	$22,628	6
504.2	Assistant Registrar	$18,709	$16,750	$21,000	19
505.0	Director, Admissions and Financial Aid	$44,000	$34,500	$46,650	7
506.0	Director, Student Financial Aid	$29,110	$23,136	$35,710	32
506.1	Associate Director, Student Financial Aid	$21,510	$19,850	$25,200	14
508.0	Director, Student Housing	$23,100	$18,035	$27,000	14
508.3	Housing Officer/Residence Life	$22,000	$18,000	$25,000	6
510.0	Director, Foreign Students	$22,000	$19,250	$27,000	10
511.0	Director, Student Union	$26,575	$23,807	$32,000	5
512.0	Director, Student Activities	$21,525	$19,530	$24,000	18
513.0	Director, Student Placement	$23,000	$19,800	$27,810	27

Table 38

PRIVATE UNIVERSITIES WITH BUDGETS OF $21 MILLION OR LESS (continued)

POS	TITLE	MED	Q1	Q3	N
514.0	Director, Student Counseling	$28,500	$24,720	$31,300	21
515.0	Director, Student Health Services (Physician Administrator)	$24,892	$16,027	$26,284	5
516.0	Director, Student Health Services (Nurse Administrator)	$19,594	$17,616	$23,711	15
517.0	Chaplain	$29,900	$23,000	$32,000	14
518.0	Director, Athletics	$33,000	$27,800	$41,200	24
519.0	Director, Sports Information	$20,600	$19,055	$23,700	16
522.0	Director, Campus Recreation Activities	$19,700	$15,775	$22,075	11

Table 39

PRIVATE UNIVERSITIES WITH BUDGETS OF $21.1 - $34 MILLION

CLASSIFICATION: University — SOURCE OF SUPPORT: Private Religious, Private Independent FTE-ENROLLMENT RANGE: Not specified
FTE-ENROLLMENT MEDIAN: 3,064 1987/1988 BUDGET RANGE: $21,000,001 thru $34,000,000 1987/1988 BUDGET MEDIAN: $25,069,458
CASES SELECTED: 36

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$96,000	$85,000	$108,078	31
102.1	Assistant to the President, Single Institution	$40,000	$29,500	$48,140	21
103.0	Executive Vice President	$70,000	$63,000	$90,000	8
ACADEMIC					
201.0	Chief Academic Officer	$70,000	$60,000	$75,000	33
201.1	Director, Conferences	$23,000	$21,000	$34,780	6
203.0	Director, Library Services	$49,675	$36,000	$45,795	34
203.1	Circulation Librarian	$19,850	$17,922	$21,475	17
203.2	Acquisitions Librarian	$20,940	$20,600	$28,628	18
203.3	Technical Services Librarian	$25,240	$22,800	$30,000	24
203.4	Public Services Librarian	$26,358	$20,158	$31,500	15
203.5	Reference Librarian	$22,766	$19,900	$26,800	26
204.0	Director, International Research	$35,240	$31,350	$39,466	13
205.0	Director, Educational Media Services	$26,336	$18,466	$33,648	16
206.0	Director, Learning Resources Center	$26,606	$18,000	$31,390	10
207.0	Director, International Studies Education	$30,000	$23,000	$42,700	7
208.0	Director, Computer Center Operations, Systems	$33,348	$33,500	$44,750	22
208.1	Associate Director, Computer Center Operations, Systems	$26,412	$23,500	$33,900	10
209.0	Administrator, Grants and Contracts	$26,750	$27,216	$32,156	5
213.0	Dean, Arts and Sciences	$50,000	$45,523	$55,600	20
214.0	Dean, Business	$60,000	$52,000	$65,500	25
216.0	Dean, Continuing Education	$44,900	$40,300	$46,650	13
218.0	Dean, Education	$47,700	$46,000	$57,200	15
223.0	Dean, Graduate Programs	$50,000	$48,544	$61,500	11
228.0	Dean, Law	$71,012	$64,900	$94,000	10
233.0	Dean, Nursing	$44,950	$45,305	$55,000	10
ADMINISTRATIVE					
301.0	Chief Business Officer	$64,000	$56,676	$74,200	31
302.0	Chief Planning Officer	$40,000	$31,975	$47,751	5
303.0	Chief Budgeting Officer	$38,700	$28,269	$41,000	10
306.0	Chief Personnel/Human Resources Officer	$43,000	$33,500	$42,800	28
306.1	Associate Director, Personnel/Human Resources	$25,000	$23,100	$30,000	11
306.2	Manager, Benefits	$21,000	$17,707	$23,000	9
308.0	Director, Personnel and Affirmative Action	$36,259	$30,050	$43,900	5
309.0	Director, Computer Center	$48,870	$40,701	$54,600	22
309.1	Associate Director, Computer Center	$33,562	$26,350	$32,247	5
309.3	Systems Analyst I (highest level)	$31,500	$29,160	$36,730	10
309.4	Systems Analyst II (lowest level)	$27,235	$20,000	$28,290	8
309.5	Programmer Analyst I (highest level)	$28,000	$24,603	$31,500	19
309.6	Programmer Analyst II (lowest level)	$25,750	$18,000	$24,232	16
310.0	Director, Computer Center Operations, Systems	$36,250	$34,000	$45,068	11
311.0	Director, Information Systems	$40,500	$35,004	$45,000	6
312.0	Chief, Physical Plant/Facilities Management	$38,000	$30,000	$45,500	30
312.1	Associate Director, Physical Plant/Facilities Management	$30,000	$28,365	$35,340	12
312.2	Manager, Landscape and Grounds	$25,236	$21,008	$27,975	21
312.3	Manager, Building and Maintenance Trades	$27,500	$28,560	$29,050	16
312.4	Manager, Technical Trades	$26,000	$24,500	$35,000	7
312.5	Manager, Custodial Services	$24,959	$21,212	$27,600	18
312.6	Manager, Power Plant	$28,708	$22,025	$33,000	10
313.0	Comptroller	$31,425	$26,036	$48,630	30
313.1	Manager, Payroll	$22,500	$21,145	$26,000	17
315.0	Director, Accounting	$24,000	$23,124	$38,352	16
314.1	Staff Accountant (highest level)	$27,000	$20,000	$26,000	18
314.2	Staff Accountant (lowest level)	$18,504	$15,600	$21,471	8
315.6	Bursar	$27,500	$22,400	$32,500	11
316.0	Director, Purchasing	$19,000	$26,784	$31,750	22
316.1	Associate Director, Purchasing	$16,000	$16,164	$21,964	6
317.0	Director, Bookstore	$28,000	$21,804	$29,000	21
317.1	Associate Director, Bookstore	$21,000	$18,752	$21,750	6
318.0	Director, Internal Audit	$41,300	$25,250	$37,000	8
319.0	Director, Auxiliary Services	$35,000	$31,500	$45,400	10
319.1	Manager, Mail Services	$17,000	$14,500	$18,925	14
320.0	Director, Campus Security	$21,000	$24,294	$34,540	30
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$50,000	$43,128	$65,000	28
401.1	Director, Annual Giving	$31,000	$25,500	$36,000	28
401.2	Director, Corporate/Foundation Relations	$31,000	$30,000	$39,750	16
401.3	Coordinator, Research/Development	$25,000	$23,000	$30,000	8
401.4	Director, Estate Planning	$30,000	$27,047	$39,200	10
402.0	Chief Public Relations Officer	$40,000	$33,000	$41,420	22
403.0	Chief Development and Public Relations Officer	$50,000	$46,500	$57,500	13
404.0	Director, Alumni Affairs	$32,000	$30,000	$35,650	31
406.0	Director, Special and Deferred Gifts	$40,000	$35,450	$45,000	17
409.0	Director, Publications	$28,000	$24,750	$33,000	19
409.1	Associate Director, Publications	$20,000	$19,000	$20,000	5
409.2	Manager, Printing Services	$21,000	$20,000	$26,000	15
410.0	Director, Information Office	$30,000	$30,000	$34,000	10
411.0	Director, News Bureau	$27,000	$27,000	$30,000	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$50,000	$45,000	$53,440	33
502.0	Director, Admissions	$43,000	$41,000	$44,700	32
502.1	Associate Director, Admissions	$30,000	$28,000	$31,640	26
502.2	Assistant Director, Admissions	$25,000	$24,000	$27,000	27
504.0	Registrar	$30,000	$27,000	$35,000	32
504.1	Associate Registrar	$25,000	$24,000	$26,000	16
504.2	Assistant Registrar	$21,000	$20,000	$24,750	16
505.0	Director, Admissions and Financial Aid	$40,000	$35,000	$44,000	6
506.0	Director, Student Financial Aid	$30,000	$27,000	$30,000	14

Table 39

PRIVATE UNIVERSITIES WITH BUDGETS OF $21.1 - $34 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
506.1	Associate Director, Student Financial Aid	$22,788	$19,500	$23,882	21
507.0	Director, Food Services	$39,141	$32,100	$47,000	7
507.1	Associate Director, Food Services	$27,226	$26,562	$32,415	5
508.0	Director, Student Housing	$26,750	$22,805	$30,384	22
508.1	Associate Director, Student Housing	$16,500	$13,000	$18,000	8
508.3	Housing Officer/Residence Life	$18,500	$16,775	$25,150	9
510.0	Director, Foreign Students	$25,000	$20,372	$31,446	11
511.0	Director, Student Union	$22,000	$16,000	$23,533	11
512.0	Director, Student Activities	$23,369	$20,800	$29,300	26
513.0	Director, Student Placement	$31,000	$26,800	$35,060	31
514.0	Director, Student Counseling	$34,500	$27,700	$38,400	26
514.1	Associate Director, Student Counseling	$22,500	$21,[illegible]	$26,521	5
515.0	Director, Student Health Services (Physician Administrator)	$49,812	$44,000	$55,151	5
516.0	Director, Student Health Services (Nurse Administrator)	$24,078	$19,232	$28,368	22
517.0	Chaplain	$28,025	$26,750	$37,664	18
518.0	Director, Athletics	$43,269	$37,636	$48,000	30
519.0	Director, Sports Information	$21,500	$20,000	$22,788	21
520.0	Director, Athletics/Men	$33,610	$33,000	$36,000	5
521.0	Director, Athletics/Women	$24,609	$21,000	$32,315	8
522.0	Director, Campus Recreation/Intramurals	$23,600	$20,353	$28,200	14

Table 40

PRIVATE UNIVERSITIES WITH BUDGETS OF $34.1 - $83 MILLION

CLASSIFICATION: University **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 4,966 **1987/1988 BUDGET RANGE:** $34,000,001 thru $83,000,000 **1987/1988 BUDGET MEDIAN:** $54,190,000
CASES SELECTED: 39.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$110,000	$100,000	$129,000	30
102.1	Assistant to the President, Single Institution	$49,489	$36,200	$60,955	21
103.0	Executive Vice President	$78,650	$52,000	$80,000	8
ACADEMIC					
201.0	Chief Academic Officer	$80,000	$68,750	$92,200	37
201.1	Director, Conferences	$33,000	$31,000	$44,500	7
203.0	Director, Library Services	$53,200	$43,800	$58,359	36
203.1	Circulation Librarian	$25,200	$20,708	$29,000	25
203.2	Acquisitions Librarian	$30,570	$25,440	$37,068	23
203.3	Technical Services Librarian	$30,300	$26,474	$37,416	24
203.4	Public Services Librarian	$30,051	$28,500	$35,599	14
203.5	Reference Librarian	$26,648	$23,250	$30,750	32
204.0	Director, Institutional Research	$38,028	$29,184	$47,850	20
205.0	Director, Educational Media Services	$33,844	$27,900	$37,425	19
206.0	Director, Learning Resources Center	$35,190	$29,535	$38,940	12
207.0	Director, International Studies Education	$28,000	$23,000	$30,696	7
208.0	Director, Computer Center Operations/Academic	$45,000	$39,000	$52,000	18
208.1	Associate Director, Computer Center Operations/Academic	$40,093	$35,517	$45,000	10
209.0	Administrator, Grants and Contracts	$38,367	$29,023	$49,140	27
213.0	Dean, Arts and Sciences	$63,000	$58,500	$70,300	27
214.0	Dean, Business	$73,000	$61,985	$84,000	28
216.0	Dean, Continuing Education	$53,000	$48,360	$60,000	16
218.0	Dean, Education	$56,814	$55,936	$64,000	16
219.0	Dean, Engineering	$80,300	$70,009	$89,970	16
223.0	Dean, Graduate Programs	$59,800	$50,828	$70,000	19
228.0	Dean, Law	$97,000	$90,000	$104,000	22
232.0	Dean, Music	$63,000	$54,090	$78,020	7
233.0	Dean, Nursing	$56,420	$49,350	$67,500	12
237.0	Dean, Sciences	$79,500	$58,240	$91,000	5
239.0	Dean, Social Work	$66,150	$65,000	$79,000	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$75,000	$66,100	$86,000	31
301.2	Director, Telecommunications	$33,800	$27,050	$42,000	16
303.0	Chief Budgeting Officer	$44,700	$37,469	$52,000	19
303.1	Associate Budget Director	$35,200	$29,250	$42,000	7
305.0	General Counsel	$51,000	$46,372	$62,400	12
306.0	Chief Personnel/Human Resources Officer	$45,800	$42,100	$56,160	30
306.1	Associate Director, Personnel/Human Resources	$29,925	$25,459	$35,205	18
306.2	Manager, Benefits	$24,592	$21,800	$27,648	24
306.3	Manager, Training and Development	$32,000	$27,200	$37,702	5
306.6	Manager, Employment	$25,350	$19,440	$30,000	14
306.7	Manager, Wage and Salary/Manager, Compensation	$28,000	$22,000	$30,170	9
307.0	Director, Affirmative Action/Equal Employment	$40,500	$34,000	$47,397	13
308.0	Director, Personnel and Affirmative Action	$38,696	$32,250	$49,800	6
309.0	Director, Computer Center	$56,500	$47,200	$60,230	31
309.1	Associate Director, Computer Center	$45,000	$43,539	$54,744	11
309.2	Data Base Administrator	$33,933	$28,500	$40,000	11
309.3	Systems Analyst I (highest level)	$33,240	$31,100	$39,900	21
309.4	Systems Analyst II (lowest level)	$23,600	$23,000	$31,900	14
309.5	Programmer Analyst I (highest level)	$31,100	$26,000	$34,578	30
309.6	Programmer Analyst II (lowest level)	$24,061	$20,671	$27,000	26
310.0	Director, Computer Center Operations/Administrative	$50,000	$36,200	$54,000	12
310.1	Associate Director, Computer Center Operations/Administrative	$40,500	$38,968	$47,100	8
311.0	Director, Information Systems	$53,000	$47,000	$67,990	9
312.0	Chief, Physical Plant/Facilities Management Officer	$50,252	$44,216	$57,260	35
312.1	Associate Director, Physical Plant/Facilities Management	$39,980	$31,575	$41,000	19
312.2	Manager, Landscape and Grounds	$32,000	$26,000	$37,411	25
312.3	Manager, Building and Maintenance Trades	$33,346	$28,164	$39,523	24
312.4	Manager, Technical Trades	$36,200	$28,785	$40,860	11
312.5	Manager, Custodial Services	$31,464	$26,284	$32,916	20
312.6	Manager, Power Plant	$36,690	$26,989	$41,700	11
313.0	Comptroller	$52,500	$44,730	$62,700	32
313.1	Manager, Payroll	$26,600	$23,847	$30,285	25
314.0	Director, Accounting	$34,500	$29,301	$40,000	25
314.1	Staff Accountant (highest level)	$27,190	$23,150	$30,000	20
314.2	Staff Accountant (lowest level)	$21,550	$20,000	$24,776	15
315.0	Bursar	$37,500	$31,725	$43,209	20
315.1	Associate Bursar	$25,500	$22,233	$32,088	10
316.0	Director, Purchasing	$33,100	$26,561	$39,000	32
316.1	Associate Director, Purchasing	$23,600	$23,000	$29,018	9
317.0	Director, Bookstore	$33,150	$28,043	$39,000	20
317.1	Associate Director, Bookstore	$27,440	$20,700	$31,540	7
318.0	Director, Internal Audit	$37,500	$29,023	$42,000	21
319.0	Director, Auxiliary Services	$40,755	$35,000	$46,530	13
319.1	Manager, Mail Services	$22,930	$17,552	$24,267	27
320.0	Director, Campus Security	$35,800	$32,000	$41,392	38
321.0	Director, Risk Management and Insurance	$34,800	$28,943	$42,000	8
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$75,000	$63,600	$86,000	25
401.1	Director, Annual Giving	$35,000	$28,928	$41,600	28
401.2	Director, Corporate/Foundation Relations	$39,600	$36,400	$44,400	22
401.3	Coordinator, Research Development	$24,500	$22,264	$27,336	7
401.4	Director, Estate Planning	$42,234	$33,000	$50,000	12
402.0	Chief Public Relations Officer	$46,970	$42,000	$53,000	24
402.1	Director, Governmental/Community Relations	$57,063	$57,059	$60,000	6
404.0	Chief Development Officer/Senior Resource Development Officer	$70,000	$58,029	$86,000	14
404.0	Director, Alumni Affairs	$37,529	$30,120	$42,220	32
406.0	Director, Special and Deferred Gifts	$42,240	$35,308	$51,800	11

Table 40

PRIVATE UNIVERSITIES WITH BUDGETS OF $34.1 - $83 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
409.0	Director, Publications	$30,550	$26,900	$34,300	26
409.1	Associate Director, Publications	$22,714	$20,850	$26,380	5
409.2	Manager, Printing Services	$30,000	$23,500	$34,400	17
410.0	Director, Information Office	$35,000	$28,000	$48,801	10
411.0	Director, News Bureau	$31,013	$24,308	$32,240	17
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$62,500	$50,700	$73,000	35
502.0	Director, Admissions	$45,000	$38,000	$50,000	28
502.1	Associate Director, Admissions	$30,765	$24,500	$33,500	25
502.2	Assistant Director, Admissions	$23,196	$20,000	$26,000	23
504.0	Registrar	$40,032	$35,000	$46,548	35
504.1	Associate Registrar	$30,000	$24,039	$31,300	14
504.2	Assistant Registrar	$24,462	$22,600	$27,720	21
505.0	Director, Admissions and Financial Aid	$49,000	$46,800	$65,000	11
506.0	Director, Student Financial Aid	$38,940	$34,000	$44,000	37
506.1	Associate Director, Student Financial Aid	$26,873	$23,616	$31,000	22
507.0	Director, Food Services	$42,600	$39,040	$55,000	9
507.1	Associate Director, Food Services	$31,600	$25,200	$34,600	8
508.0	Director, Student Housing	$32,000	$29,300	$36,400	30
508.1	Associate Director, Student Housing	$24,775	$20,500	$29,500	18
508.3	Housing Officer/Residence Life	$25,000	$20,190	$32,400	13
510.0	Director, Foreign Students	$28,000	$23,500	$33,800	21
511.0	Director, Student Union	$32,338	$29,500	$38,200	21
511.1	Associate Director, Student Union	$22,485	$16,500	$23,000	7
512.0	Director, Student Activities	$30,350	$27,000	$38,000	24
513.0	Director, Student Placement	$36,628	$31,505	$40,348	31
514.0	Director, Student Counseling	$34,500	$30,000	$39,166	28
514.1	Associate Director, Student Counseling	$27,000	$26,500	$28,500	6
515.0	Director, Student Health Services (Physician Administrator)	$31,828	$24,550	$70,524	11
516.0	Director, Student Health Services (Nurse Administrator)	$26,731	$22,750	$34,900	21
517.0	Chaplain	$33,758	$27,471	$41,051	17
518.0	Director, Athletics	$54,000	$45,368	$60,135	32
519.0	Director, Sports Information	$24,000	$20,000	$30,060	27
521.0	Director, Athletics-Women	$36,201	$32,860	$37,884	9
522.0	Director, Campus Recreation, Intramural	$26,166	$22,000	$31,524	20

Table 41

PRIVATE UNIVERSITIES WITH BUDGETS OF $83.1 MILLION OR MORE

CLASSIFICATION: University SOURCE OF SUPPORT: Private Religious, Private Independent FTE-ENROLLMENT RANGE: Not specified.
FTE-ENROLLMENT MEDIAN: 10,400 1987/1988 BUDGET RANGE: $83,000,001 thru max budget 1987/1988 BUDGET MEDIAN: $188,000,000
CASES SELECTED: 37

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$185,000	$150,000	$190,000	23
102.1	Assistant to the President, Single Institution	$50,700	$47,250	$64,480	20
103.0	Executive Vice President	$130,000	$124,000	$135,000	12
ACADEMIC					
201.0	Chief Academic Officer	$121,000	$103,400	$135,000	27
201.1	Director, Conferences	$33,000	$32,000	$49,220	10
202.0	Chief Health Professions Officer	$137,000	$98,000	$182,000	12
203.0	Director, Library Services	$74,160	$63,100	$90,000	31
203.1	Circulation Librarian	$30,000	$28,500	$34,939	24
203.2	Acquisitions Librarian	$32,000	$27,800	$39,905	27
203.3	Technical Services Librarian	$42,276	$31,305	$48,254	25
203.4	Public Services Librarian	$43,670	$37,690	$51,000	19
203.5	Reference Librarian	$34,400	$29,875	$40,858	28
204.0	Director, Institutional Research	$47,000	$37,300	$57,000	23
204.1	Associate Director, Institutional Research	$29,013	$28,786	$33,750	6
205.0	Director, Educational Media Services	$37,250	$33,700	$42,200	15
206.0	Director, Learning Resources Center	$54,675	$29,314	$65,000	7
207.0	Director, International Studies Education	$49,750	$37,000	$61,190	9
208.0	Director, Computer Center Operations/Academic	$60,300	$52,500	$69,000	29
208.1	Associate Director, Computer Center Operations/Academic	$41,370	$37,750	$63,450	11
209.0	Administrator, Grants and Contracts	$50,450	$45,500	$63,707	29
210.0	Dean, Architecture	$75,750	$59,000	$82,000	8
213.0	Dean, Arts and Sciences	$83,300	$74,650	$95,000	22
214.0	Dean, Business	$100,000	$86,500	$117,000	25
215.0	Dean, Communications	$65,000	$65,000	$95,600	7
216.0	Dean, Continuing Education	$69,700	$65,300	$81,000	16
217.0	Dean, Dentistry	$95,010	$76,600	$108,500	11
218.0	Dean, Education	$75,300	$65,370	$80,700	16
219.0	Dean, Engineering	$99,000	$85,400	$107,000	21
221.0	Dean, Extension	$71,300	$65,250	$74,700	5
222.0	Dean, Fine Arts	$75,900	$65,100	$84,000	8
223.0	Dean, Graduate Programs	$80,300	$63,800	$95,000	20
228.0	Dean, Law	$113,000	$99,900	$127,000	21
231.0	Dean, Medicine	$155,575	$130,000	$186,000	12
232.0	Dean, Music	$63,500	$70,200	$91,300	6
233.0	Dean, Nursing	$72,900	$63,000	$76,850	15
235.0	Dean, Pharmacy	$67,196	$57,316	$81,650	5
237.0	Dean, Sciences	$101,000	$98,000	$117,200	5
239.0	Dean, Social Work	$79,920	$74,000	$83,000	9
ADMINISTRATIVE					
301.0	Chief Business Officer	$103,000	$97,300	$121,000	23
301.1	Director, Health and Safety	$48,875	$37,066	$68,000	19
301.2	Director, Telecommunications	$47,000	$40,000	$55,508	27
302.0	Chief Planning Officer	$71,300	$62,000	$91,350	11
303.0	Chief Budgeting Officer	$61,585	$54,600	$69,500	21
303.1	Associate Budget Director	$44,450	$33,900	$54,700	23
304.0	Chief Planning and Budget Officer	$70,000	$62,500	$114,000	7
305.0	General Counsel	$91,700	$75,000	$105,000	16
305.1	Associate General Counsel	$63,000	$51,500	$76,811	15
306.0	Chief Personnel/Human Resources Officer	$66,500	$54,000	$78,000	25
306.1	Associate Director, Personnel/Human Resources	$49,292	$38,250	$55,000	14
306.2	Manager, Benefits	$35,400	$32,000	$48,000	30
306.3	Manager, Training and Development	$39,000	$30,000	$49,000	16
306.4	Manager, Employee Relations	$36,000	$32,500	$39,000	12
306.5	Manager, Labor Relations	$42,500	$35,310	$54,800	8
306.6	Manager, Employment	$36,300	$26,057	$39,000	29
306.7	Manager, Wage and Salary/Manager, Compensation	$37,000	$33,000	$45,000	21
306.8	Manager, Personnel Information Systems	$34,650	$31,000	$44,316	18
307.0	Director, Affirmative Action/Equal Employment	$51,500	$42,400	$62,000	18
307.1	Associate Director, Affirmative Action/Equal Employment	$41,944	$29,285	$45,563	7
309.0	Director, Computer Center	$64,800	$55,900	$74,100	20
309.1	Associate Director, Computer Center	$57,500	$51,445	$68,100	11
309.2	Data Base Administrator	$42,640	$36,900	$48,509	18
309.3	Systems Analyst I (highest level)	$36,255	$33,325	$42,331	24
309.4	Systems Analyst II (lowest level)	$28,800	$26,791	$35,235	20
309.5	Programmer Analyst I (highest level)	$32,468	$27,290	$35,173	30
309.6	Programmer Analyst II (lowest level)	$23,481	$21,047	$26,283	24
310.0	Director, Computer Center Operations/Administrative	$62,500	$50,048	$69,300	23
310.1	Associate Director, Computer Center Operations/Administrative	$46,092	$38,402	$52,652	7
311.0	Director, Information Systems	$64,300	$52,000	$75,000	17
312.0	Chief, Physical Plant/Facilities Management Officer	$65,700	$61,350	$80,000	33
312.1	Associate Director, Physical Plant/Facilities Management	$49,433	$43,644	$55,682	26
312.2	Manager, Landscape and Grounds	$33,000	$29,260	$38,764	24
312.3	Manager, Building and Maintenance Trades	$37,007	$32,990	$47,180	24
312.4	Manager, Technical Trades	$34,300	$30,633	$47,350	14
312.5	Manager, Custodial Services	$34,216	$31,575	$46,600	23
312.6	Manager, Power Plant	$41,757	$38,211	$46,002	21
313.0	Comptroller	$66,900	$60,000	$81,800	30
313.1	Manager, Payroll	$34,764	$28,737	$38,900	35
314.0	Director, Accounting	$50,000	$41,250	$55,447	24
314.1	Staff Accountant (highest level)	$26,912	$24,328	$34,536	29
314.2	Staff Accountant (lowest level)	$21,250	$19,650	$24,012	27
315.0	Bursar	$41,250	$35,900	$53,500	29
315.1	Associate Bursar	$27,500	$25,000	$38,600	14
316.0	Director, Purchasing	$46,908	$42,088	$54,100	34
316.1	Associate Director, Purchasing	$35,400	$35,911	$43,000	20
317.0	Director, Bookstore	$44,500	$39,458	$51,500	20
317.1	Associate Director, Bookstore	$34,598	$29,265	$42,500	11

Table 41

PRIVATE UNIVERSITIES WITH BUDGETS OF $83.1 MILLION OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
318.0	Director, Internal Audit	$51,920	$43,860	$59,301	31
319.0	Director, Auxiliary Services	$54,480	$50,000	$64,000	18
319.1	Manager, Mail Services	$29,846	$25,000	$33,000	20
320.0	Director, Campus Security	$48,000	$38,500	$55,447	33
321.0	Director, Risk Management and Insurance	$40,470	$39,847	$57,200	24
322.0	Administrator, Hospital Medical Center	$117,500	$88,140	$168,500	7
322.1	Director, Medical Center Public Relations/Affairs	$50,242	$47,096	$60,000	13
322.2	Director, Medical Center Personnel	$48,750	$42,400	$61,400	6
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$85,500	$72,000	$101,000	24
401.1	Director, Annual Giving	$48,100	$41,000	$57,500	30
401.2	Director, Corporate/Foundation Relations	$48,000	$42,000	$58,700	33
401.3	Coordinator, Resource Development	$33,810	$27,902	$40,750	19
401.4	Director, Estate Planning	$51,775	$46,569	$58,500	20
402.0	Chief Public Relations Officer	$69,700	$55,000	$87,000	26
402.1	Director, Governmental/Legislative Relations	$65,000	$50,120	$72,500	18
403.0	Chief Development and Public Relations Officer	$105,000	$80,000	$130,000	7
404.0	Director, Alumni Affairs	$57,650	$46,800	$65,000	31
406.0	Director, Special and Deferred Gifts	$49,115	$44,000	$56,210	16
408.0	Director, Community Services	$53,000	$42,500	$64,400	8
409.0	Director, Publications	$42,500	$35,942	$53,820	29
409.1	Associate Director, Publications	$37,400	$31,938	$41,752	8
409.2	Manager, Printing Services	$37,988	$29,297	$45,000	22
410.0	Director, Information Office	$35,087	$28,513	$65,625	18
411.0	Director, News Bureau	$40,000	$35,299	$45,000	13
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$74,600	$65,000	$84,000	26
502.0	Director, Admissions	$56,350	$51,000	$65,000	34
502.1	Associate Director, Admissions	$40,780	$32,650	$45,717	32
502.2	Assistant Director, Admissions	$27,536	$23,121	$32,000	25
504.0	Registrar	$50,500	$43,500	$56,650	31
504.1	Associate Registrar	$34,000	$28,882	$42,350	24
504.2	Assistant Registrar	$26,180	$22,950	$29,699	20
505.0	Director, Admissions and Financial Aid	$68,000	$68,000	$90,000	6
506.0	Director, Student Financial Aid	$47,100	$41,191	$51,300	34
506.1	Associate Director, Student Financial Aid	$32,000	$27,700	$40,000	27
507.0	Director, Food Services	$53,794	$47,960	$60,500	11
507.1	Associate Director, Food Services	$39,500	$31,320	$44,600	7
508.0	Director, Student Housing	$47,250	$34,556	$56,000	30
508.1	Associate Director, Student Housing	$34,400	$28,291	$43,300	18
508.2	Housing Officer/Administrative Operations	$34,400	$28,750	$36,913	13
508.3	Housing Officer/Residence Life	$30,175	$22,000	$34,400	23
508.4	Housing Officer/Family Housing	$30,640	$29,600	$31,384	5
509.0	Director, Housing and Food Service	$60,933	$49,750	$70,000	5
510.0	Director, Foreign Students	$34,700	$30,000	$41,500	22
511.0	Director, Student Union	$37,060	$34,379	$51,000	20
511.1	Associate Director, Student Union	$28,176	$27,300	$36,000	10
511.2	Student Union Business Manager	$27,000	$24,550	$32,364	8
512.0	Director, Student Activities	$31,200	$27,000	$40,500	21
513.0	Director, Student Placement	$43,200	$36,968	$45,630	34
514.0	Director, Student Counseling	$40,000	$37,750	$50,778	29
514.1	Associate Director, Student Counseling	$36,650	$29,664	$38,465	16
515.0	Director, Student Health Services (Physician/Administrator)	$62,200	$28,800	$92,150	23
516.0	Director, Student Health Services (Nurse Administrator)	$34,000	$31,004	$36,225	17
517.0	Chaplain	$48,250	$33,000	$47,945	16
518.0	Director, Athletics	$77,400	$60,000	$86,000	29
519.0	Director, Sports Information	$28,652	$25,800	$30,500	32
520.0	Director, Athletics/Men	$47,450	$40,800	$49,600	7
521.0	Director, Athletics/Women	$32,400	$22,000	$42,900	16
522.0	Director, Campus Recreation/Intramural	$37,700	$26,724	$39,950	25

Table 42

PUBLIC 4-YEAR COLLEGES WITH BUDGETS OF $9 MILLION OR LESS

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Public Instn **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 1,070
1987/1988 BUDGET RANGE: Zero thru $9,000,000 **1987/1988 BUDGET MEDIAN:** $6,912,946 **CASES SELECTED:** 24

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$60,057	$57,240	$69,500	24
102.1	Assistant to the President, Single Institution	$25,104	$23,640	$43,300	9
ACADEMIC					
201.0	Chief Academic Officer	$48,640	$43,727	$56,904	23
203.0	Director, Library Services	$32,220	$29,447	$36,151	21
203.1	Circulation Librarian	$20,578	$13,320	$26,400	7
203.2	Acquisitions Librarian	$18,828	$13,196	$25,565	8
203.3	Technical Services Librarian	$22,500	$20,315	$23,340	12
203.4	Public Services Librarian	$22,000	$21,804	$22,809	8
203.5	Reference Librarian	$22,680	$18,300	$24,254	10
205.0	Director, Educational Media Services	$33,350	$31,582	$33,344	8
206.0	Director, Learning Resources Center	$30,000	$24,960	$35,560	7
208.0	Director, Computer Center Operations Academic	$27,973	$27,560	$36,300	6
214.0	Dean, Business	$36,747	$31,324	$43,306	6
216.0	Dean, Continuing Education	$42,000	$30,945	$49,848	7
218.0	Dean, Education	$38,000	$26,220	$50,195	8
237.0	Dean, Sciences	$41,250	$30,648	$55,800	7
238.0	Dean, Social Sciences	$32,356	$30,048	$44,624	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$44,750	$40,165	$49,679	23
306.0	Chief Personnel/Human Resources Officer	$26,586	$19,273	$34,429	6
309.0	Director, Computer Center	$33,627	$29,200	$38,386	18
312.0	Chief, Physical Plant/Facilities Management Officer	$30,997	$25,954	$35,703	23
312.1	Associate Director, Physical Plant Facilities Management	$29,312	$18,000	$27,500	8
312.5	Manager, Custodial Services	$16,803	$13,620	$18,356	8
313.0	Comptroller	$29,922	$24,000	$32,300	8
314.0	Director, Accounting	$23,435	$14,340	$31,692	8
315.0	Bursar	$21,672	$12,180	$31,692	8
316.0	Director, Purchasing	$20,000	$15,480	$24,936	12
317.0	Director, Bookstore	$19,102	$14,724	$24,600	10
320.0	Director, Campus Security	$18,000	$14,000	$26,169	9
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$40,000	$37,871	$41,010	6
402.0	Chief Public Relations Officer	$28,800	$27,600	$32,794	9
404.0	Director, Alumni Affairs	$20,000	$17,004	$25,000	8
410.0	Director, Information Office	$21,000	$21,516	$25,363	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$39,978	$33,300	$45,000	23
502.0	Director, Admissions	$25,000	$25,000	$36,089	19
502.2	Assistant Director, Admissions	$21,119	$19,996	$21,108	10
504.0	Registrar	$29,525	$23,568	$34,071	17
506.0	Director, Student Financial Aid	$26,500	$21,300	$31,900	22
508.0	Director, Student Housing	$23,346	$20,000	$28,969	11
511.0	Director, Student Union	$20,000	$17,968	$24,168	5
512.0	Director, Student Activities	$19,000	$17,310	$24,129	10
513.0	Director, Student Placement	$25,525	$21,669	$28,910	17
514.0	Director, Student Counseling	$22,600	$16,380	$26,000	11
516.0	Director, Student Health Services (Nurse, Physician)	$16,800	$13,260	$18,970	7
518.0	Director, Athletics	$33,310	$26,553	$36,553	20
522.0	Director, Campus Recreation (Intramural)	$21,649	$17,500	$26,485	6

Table 43

PUBLIC 4-YEAR COLLEGES WITH BUDGETS OF $9.1 - $15 MILLION

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 2,692
1987/1988 BUDGET RANGE: $9,000,001 thru $15,000,000 **1987/1988 BUDGET MEDIAN:** $12,000,000 **CASES SELECTED:** 30

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$70,000	$61,744	$76,500	28
102.1	Assistant to the President, Single Institution	$40,000	$34,170	$44,117	12
ACADEMIC					
201.0	Chief Academic Officer	$58,812	$51,118	$65,000	28
203.0	Director, Library Services	$37,850	$32,436	$39,000	25
203.1	Circulation Librarian	$21,120	$14,090	$21,900	10
203.2	Acquisitions Librarian	$23,575	$15,204	$28,300	13
203.3	Technical Services Librarian	$25,348	$22,200	$28,595	19
203.4	Public Services Librarian	$22,008	$19,876	$27,324	12
203.5	Reference Librarian	$21,902	$19,548	$28,612	20
204.0	Director, Institutional Research	$28,875	$20,019	$37,032	12
205.0	Director, Educational Media Services	$29,800	$24,972	$31,900	15
206.0	Director, Learning Resources Center	$32,715	$29,557	$40,000	11
208.0	Director, Computer Center Operations/Academic	$36,159	$28,000	$40,968	11
209.0	Administrator, Grants and Contracts	$29,500	$24,539	$41,080	5
212.0	Dean, Arts and Letters	$39,100	$35,261	$46,668	8
213.0	Dean, Arts and Sciences	$51,000	$47,307	$54,139	12
214.0	Dean, Business	$48,578	$37,702	$56,385	22
216.0	Dean, Continuing Education	$37,400	$35,700	$44,730	13
218.0	Dean, Education	$47,630	$40,845	$49,709	19
222.0	Dean, Fine Arts	$42,125	$34,360	$47,700	8
224.0	Dean, Health Related Professions	$40,000	$38,394	$43,410	5
234.0	Dean, Occupational Studies/Vocational Education/Technology	$40,524	$37,221	$47,700	6
237.0	Dean, Sciences	$43,236	$33,755	$47,700	11
238.0	Dean, Social Sciences	$36,948	$35,604	$47,700	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$54,200	$48,975	$60,700	29
302.0	Chief Planning Officer	$27,413	$21,984	$47,000	6
303.0	Chief Budgeting Officer	$40,013	$36,750	$46,145	9
306.0	Chief Personnel/Human Resources Officer	$33,130	$18,720	$40,000	7
308.0	Director, Personnel and Affirmative Action	$29,580	$23,706	$37,370	14
309.0	Director, Computer Center	$38,650	$33,350	$41,381	19
309.3	Systems Analyst I (highest level)	$26,460	$20,592	$26,988	5
309.5	Programmer Analyst I (highest level)	$24,259	$21,682	$24,804	8
310.0	Director, Computer Center Operations/Administration	$26,000	$23,700	$33,000	6
312.0	Chief, Physical Plant/Facilities Management Officer	$35,003	$32,436	$41,763	28
312.1	Associate Director, Physical Plant/Facilities Management	$27,353	$21,780	$34,481	8
312.2	Manager, Landscape and Grounds	$20,869	$17,988	$25,368	14
312.3	Manager, Building and Maintenance Trades	$26,136	$24,276	$28,654	12
312.5	Manager, Custodial Services	$19,944	$17,508	$21,889	16
313.0	Comptroller	$34,340	$33,000	$38,528	15
313.1	Manager, Payroll	$22,887	$17,304	$25,000	11
314.0	Director, Accounting	$30,330	$26,413	$31,800	11
314.1	Staff Accountant (highest level)	$20,412	$18,533	$27,149	6
314.2	Staff Accountant (lowest level)	$16,160	$15,231	$19,776	6
316.0	Director, Purchasing	$25,027	$21,900	$29,256	22
317.0	Director, Bookstore	$26,500	$21,150	$29,519	22
318.0	Director, Internal Audit	$28,750	$25,032	$37,370	6
319.1	Manager, Mail Services	$15,360	$14,809	$24,109	7
320.0	Director, Campus Security	$27,724	$19,593	$28,256	22
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$45,962	$27,432	$50,000	11
402.0	Chief Public Relations Officer	$28,868	$27,552	$32,508	17
404.0	Director, Alumni Affairs	$25,592	$20,647	$32,326	11
405.0	Director, Development and Alumni Affairs	$40,000	$33,000	$41,800	5
409.2	Manager, Printing Services	$26,169	$19,059	$27,896	7
410.0	Director, Information Office	$30,050	$24,152	$31,900	9
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$47,446	$40,824	$52,000	30
502.0	Director, Admissions	$32,900	$30,000	$36,580	21
502.1	Associate Director, Admissions	$23,474	$16,000	$28,025	7
502.2	Assistant Director, Admissions	$21,950	$16,908	$27,500	7
503.0	Director, Admissions and Registrar	$35,000	$32,363	$40,000	6
504.0	Registrar	$34,981	$31,513	$37,550	22
504.2	Assistant Registrar	$20,900	$16,279	$22,287	11
506.0	Director, Student Financial Aid	$30,000	$29,259	$34,340	25
506.1	Associate Director, Student Financial Aid	$22,514	$19,437	$28,970	11
507.0	Director, Food Services	$25,840	$25,027	$29,300	8
508.0	Director, Student Housing	$26,920	$23,634	$29,000	16
508.1	Associate Director, Student Housing	$23,169	$19,000	$21,216	5
508.3	Housing Officer/Residence Life	$28,342	$25,988	$32,180	5
511.0	Director, Student Union	$26,560	$26,200	$31,600	10
512.0	Director, Student Activities	$27,012	$23,180	$30,289	18
513.0	Director, Student Placement	$28,654	$22,236	$32,350	24
514.0	Director, Student Counseling	$30,845	$26,875	$32,600	25
516.0	Director, Student Health Services (Nurse Administrator)	$29,501	$29,835	$35,800	12
518.0	Director, Athletics	$40,148	$30,765	$43,126	26
519.0	Director, Sports Information	$27,500	$27,400	$28,900	8
522.0	Director, Campus Recreation/Intramurals	$23,134	$20,161	$26,747	8

Table 44

PUBLIC 4-YEAR COLLEGES WITH BUDGETS OF $15.1 - $24 MILLION

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 2,918
1987/1988 BUDGET RANGE: $15,000,001 thru $24,000,000 **1987/1988 BUDGET MEDIAN:** $17,000,000 **CASES SELECTED:** 26

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$77,500	$75,000	$83,994	25
102.1	Assistant to the President, Single Institution	$41,747	$32,500	$51,285	14
ACADEMIC					
201.0	Chief Academic Officer	$64,142	$61,740	$68,250	24
203.0	Director, Library Services	$48,069	$43,200	$50,085	26
203.1	Circulation Librarian *	$25,233	$27,000	$29,461	14
203.2	Acquisitions Librarian	$25,013	$22,583	$30,411	18
203.3	Technical Services Librarian	$29,600	$28,152	$32,940	17
203.4	Public Services Librarian	$25,508	$24,959	$29,897	10
203.5	Reference Librarian	$28,450	$26,292	$32,176	18
204.0	Director, Institutional Research	$38,439	$34,044	$45,100	16
205.0	Director, Educational Media Services	$35,400	$25,921	$34,685	15
206.0	Director, Learning Resources Center	$28,625	$25,121	$35,804	9
208.0	Director, Computer Center Operations, Academic	$36,900	$34,040	$43,805	12
209.0	Administrator, Grants and Contracts	$30,492	$25,837	$34,176	6
213.0	Dean, Arts and Sciences	$55,317	$49,440	$66,133	10
214.0	Dean, Business	$55,317	$50,400	$57,420	13
216.0	Dean, Continuing Education	$47,100	$42,700	$52,000	9
218.0	Dean, Education	$54,136	$50,500	$57,200	13
222.0	Dean, Fine Arts	$50,000	$48,192	$53,320	5
223.0	Dean, Graduate Programs	$51,000	$48,000	$52,952	9
226.0	Dean, Humanities	$47,412	$41,018	$58,870	6
233.0	Dean, Nursing	$52,000	$49,104	$53,000	5
237.0	Dean, Sciences	$55,370	$53,400	$58,236	8
ADMINISTRATIVE					
301.0	Chief Business Officer	$59,042	$56,545	$65,000	26
301.2	Director, Telecommunications	$31,192	$31,012	$32,025	8
303.0	Chief Budgeting Officer	$46,144	$34,361	$50,138	13
306.0	Chief Personnel/Human Resources Officer	$46,944	$42,400	$44,000	19
306.1	Associate Director, Personnel/Human Resources	$31,000	$28,500	$32,851	8
307.0	Director, Affirmative Action/Equal Employment	$34,400	$27,701	$36,650	6
308.0	Director, Personnel and Affirmative Action	$32,400	$25,346	$32,700	6
309.0	Director, Computer Center	$48,430	$38,944	$49,694	17
309.3	Systems Analyst I (highest level)	$41,568	$37,440	$45,793	6
309.5	Programmer Analyst I (highest level)	$31,200	$27,862	$34,372	13
309.6	Programmer Analyst II (lowest level)	$31,224	$27,207	$37,151	9
310.0	Director, Computer Center Operations, Administrative	$36,000	$32,160	$39,949	11
312.0	Chief, Physical Plant/Facilities Management	$38,000	$30,411	$42,720	25
312.1	Associate Director, Physical Plant/Facilities Management	$30,108	$28,000	$33,000	11
312.2	Manager, Landscape and Grounds	$26,000	$25,075	$28,692	14
312.3	Manager, Building and Maintenance Trades	$28,000	$25,000	$30,567	10
312.4	Manager, Technical Trades	$27,000	$24,504	$29,240	5
312.5	Manager, Custodial Services	$23,000	$22,500	$25,218	13
312.6	Manager, Power Plant	$31,000	$30,000	$32,280	5
313.0	Comptroller	$38,000	$33,000	$40,700	14
313.1	Manager, Payroll	$24,000	$23,000	$25,180	7
314.0	Director, Accounting	$32,000	$27,000	$32,000	14
314.1	Staff Accountant (highest level)	$28,000	$25,000	$29,691	6
314.2	Staff Accountant (lowest level)	$22,000	$19,000	$23,250	7
315.0	Bursar	$30,000	$28,000	$31,500	8
316.0	Director, Purchasing	$28,000	$25,000	$30,000	22
317.0	Director, Bookstore	$28,000	$27,000	$28,334	14
319.0	Director, Auxiliary Services	$30,000	$27,000	$40,000	12
319.1	Manager, Mail Services	$23,000	$22,000	$23,042	7
320.0	Director, Campus Security	$28,000	$23,000	$30,000	22
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$50,000	$44,000	$50,000	15
402.0	Chief Public Relations Officer	$39,000	$34,000	$44,000	13
403.0	Chief Development and Public Relations Officer	$44,000	$42,000	$50,000	7
404.0	Director, Alumni Affairs	$30,000	$27,000	$33,840	17
409.0	Director, Publications	$30,000	$27,000	$30,208	6
409.2	Manager, Printing Services	$25,000	$25,000	$30,000	6
410.0	Director, Information Office	$31,000	$27,000	$30,000	6
411.0	Director, News Bureau	$30,000	$27,000	$30,000	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$50,000	$40,000	$55,000	25
502.0	Director, Admissions	$30,000	$27,000	$41,000	16
502.1	Associate Director, Admissions	$30,000	$26,000	$36,000	11
502.2	Assistant Director, Admissions	$27,000	$26,000	$28,569	10
503.0	Director, Admissions and Records	$42,000	$40,000	$42,693	7
504.0	Registrar	$34,000	$33,000	$43,000	19
504.1	Associate Registrar	$32,000	$32,000	$32,264	6
504.2	Assistant Registrar	$31,000	$30,000	$38,316	11
506.0	Director, Student Financial Aid	$34,000	$30,000	$38,000	23
506.1	Associate Director, Student Financial Aid	$27,000	$25,000	$26,355	10
508.0	Director, Student Housing	$30,000	$30,000	$34,969	17
508.1	Associate Director, Student Housing	$28,000	$28,000	$28,500	8
511.0	Director, Student Union	$31,000	$27,000	$39,492	12
511.1	Associate Director, Student Union	$27,000	$24,000	$26,362	5
512.0	Director, Student Activities	$31,000	$29,000	$32,000	16
513.0	Director, Student Placement	$30,000	$27,000	$36,019	21
514.0	Director, Student Counseling	$31,000	$30,000	$40,000	21
515.0	Director, Student Health Service (Physician)	$40,000	$40,000	$49,345	6
516.0	Director, Student Health Service (Nurse)	$30,000	$27,000	$30,000	12
518.0	Director, Athletics	$31,000	$30,000	$45,000	23
519.0	Director, Men's Athletics	$30,000	$30,000	$33,000	10
522.0	Director, Campus Recreation/Physical Education	$30,000	$30,000	$30,000	11

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Table 45

PUBLIC 4-YEAR COLLEGES WITH BUDGETS OF $24.1 MILLION OR MORE

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Public Instn **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 5,800
1987/1988 BUDGET RANGE: $24,000,003 thru max budget **1987/1988 BUDGET MEDIAN:** $33,000,000 **CASES SELECTED:** 28

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$80,434	$77,100	$87,000	28
102.1	Assistant to the President, Single Institution	$47,313	$35,430	$54,695	21
103.0	Executive Vice President	$71,848	$67,898	$84,246	5
ACADEMIC					
201.0	Chief Academic Officer	$70,391	$67,643	$79,000	28
201.1	Director, Conferences	$32,261	$26,910	$38,337	7
203.0	Director, Library Services	$53,003	$46,250	$57,653	23
203.1	Circulation Librarian	$29,713	$24,155	$40,320	11
203.2	Acquisitions Librarian	$33,736	$27,128	$40,505	13
203.3	Technical Services Librarian	$31,055	$30,668	$38,869	12
203.4	Public Services Librarian	$28,875	$25,346	$38,869	10
203.5	Reference Librarian	$31,022	$28,950	$37,360	13
204.0	Director, Institutional Research	$39,471	$34,922	$51,454	16
204.1	Associate Director, Institutional Research	$33,000	$32,712	$35,400	6
205.0	Director, Educational Media Services	$44,128	$39,225	$47,245	10
206.0	Director, Learning Resources Center	$39,769	$33,800	$44,451	11
207.0	Director, International Studies Education	$65,271	$42,300	$60,000	7
208.0	Director, Computer Center Operations/Academic	$47,710	$40,408	$51,072	13
208.1	Associate Director, Computer Center Operations/Academic	$39,014	$35,670	$42,177	5
209.0	Administrator, Grants and Contracts	$39,800	$31,158	$46,435	18
213.0	Dean, Arts and Sciences	$62,867	$60,252	$70,419	19
214.0	Dean, Business	$65,700	$59,800	$70,980	21
216.0	Dean, Continuing Education	$53,000	$47,228	$58,067	16
218.0	Dean, Education	$60,433	$56,146	$63,302	19
223.0	Dean, Graduate Programs	$55,167	$50,000	$60,000	11
233.0	Dean, Nursing	$57,000	$55,602	$62,040	6
241.0	Dean, Undergraduate Programs	$58,319	$50,000	$65,534	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$68,000	$59,858	$70,812	27
301.1	Director, Health and Safety	$33,750	$25,343	$42,853	7
301.2	Director, Telecommunications	$30,107	$26,232	$32,550	8
303.0	Chief Budgeting Officer	$46,960	$43,551	$52,834	19
303.1	Associate Budget Director	$34,000	$33,908	$37,125	8
306.0	Chief Personnel/Human Resources Officer	$49,500	$43,700	$56,624	23
306.1	Associate Director, Personnel/Human Resources	$37,200	$25,742	$43,355	11
306.2	Manager, Benefits	$29,840	$29,087	$32,343	9
306.6	Manager, Employment	$27,750	$25,148	$29,500	5
307.0	Director, Affirmative Action/Equal Employment	$38,400	$33,260	$40,623	17
308.0	Director, Personnel and Affirmative Action	$46,981	$42,519	$49,151	5
309.0	Director, Computer Center	$51,000	$48,552	$53,430	18
309.1	Associate Director, Computer Center	$43,683	$43,300	$46,866	5
309.2	Data Base Administrator	$35,541	$35,346	$43,040	8
309.3	Systems Analyst I (highest level)	$37,836	$32,500	$44,159	9
309.4	Systems Analyst II (lowest level)	$32,000	$32,074	$38,145	7
309.5	Programmer Analyst I (highest level)	$32,251	$26,900	$34,568	15
309.6	Programmer Analyst II (lowest level)	$24,062	$23,681	$26,779	12
310.0	Director, Computer Center Operations/Administrative	$41,792	$40,129	$53,436	7
311.0	Director, Information Systems	$44,540	$41,400	$47,344	5
312.0	Chief, Physical Plant/Facilities Management Officer	$46,000	$42,896	$56,845	24
312.1	Associate Director, Physical Plant/Facilities Management	$39,250	$33,809	$48,403	17
312.2	Manager, Landscape and Grounds	$29,479	$24,647	$30,600	14
312.3	Manager, Building and Maintenance Trades	$27,810	$29,615	$30,812	14
312.5	Manager, Custodial Services	$27,437	$23,704	$29,631	17
312.6	Manager, Power Plant	$34,595	$34,552	$35,030	5
313.0	Comptroller	$50,063	$44,015	$52,382	13
313.1	Manager, Payroll	$27,372	$26,000	$32,601	18
314.0	Director, Accounting	$40,000	$32,568	$43,632	15
314.1	Staff Accountant (highest level)	$29,000	$25,924	$33,644	13
314.2	Staff Accountant (lowest level)	$24,000	$23,160	$27,500	12
315.0	Bursar	$34,207	$24,329	$42,853	14
316.0	Director, Purchasing	$30,000	$28,308	$40,052	23
316.1	Associate Director, Purchasing	$31,000	$27,000	$37,610	6
317.0	Director, Bookstore	$30,224	$27,922	$35,568	13
317.1	Associate Director, Bookstore	$24,000	$18,000	$31,200	6
318.0	Director, Internal Audit	$33,000	$31,000	$40,000	7
319.0	Director, Auxiliary Services	$36,000	$27,000	$42,500	11
319.1	Manager, Mail Services	$21,840	$20,862	$25,200	10
320.0	Director, Campus Security	$31,000	$30,200	$42,423	23
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$41,000	$40,000	$63,545	14
401.1	Director, Annual Giving	$31,000	$27,000	$36,000	7
402.0	Chief Public Relations Officer	$40,000	$35,000	$51,000	20
403.0	Chief Development and Public Relations Officer	$41,000	$35,000	$50,000	9
404.0	Director, Alumni Affairs	$31,000	$27,000	$35,000	22
405.0	Director, Development and Public Affairs	$35,000	$31,000	$40,847	9
409.0	Director, Publications	$30,000	$28,000	$35,000	16
409.2	Manager, Printing Services	$25,000	$23,000	$27,000	13
410.0	Director, Information Office	$30,000	$27,000	$30,000	12
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$50,000	$45,000	$60,000	26
502.0	Director, Admissions	$34,000	$31,000	$40,000	22
502.1	Associate Director, Admissions	$30,000	$27,000	$34,000	15
502.2	Assistant Director, Admissions	$25,000	$23,000	$27,000	9
504.0	Registrar	$34,000	$31,000	$36,000	24
504.1	Associate Registrar	$28,000	$25,000	$30,000	13
504.2	Assistant Registrar	$24,000	$23,000	$26,000	10
506.0	Director, Student Financial Aid	$34,000	$31,000	$40,000	26
506.1	Associate Director, Student Financial Aid	$28,000	$25,000	$31,000	11
507.0	Director, Food Services	$30,000	$28,000	$35,000	6

Table 45

PUBLIC 4-YEAR COLLEGES WITH BUDGETS OF $24.1 MILLION OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
508.0	Director, Student Housing	$51,240	$50,483	$38,971	19
508.1	Associate Director, Student Housing	$24,930	$18,208	$29,500	8
510.0	Director, Foreign Students	$37,000	$31,155	$48,405	7
511.0	Director, Student Union	$34,057	$30,734	$39,770	13
512.0	Director, Student Activities	$30,200	$28,632	$36,000	16
513.0	Director, Student Placement	$34,843	$30,000	$42,518	22
514.0	Director, Student Counseling	$30,800	$25,210	$47,773	24
514.1	Associate Director, Student Counseling	$30,000	$24,900	$40,161	6
515.0	Director, Student Health Services (Physician Administrator)	$50,000	$43,000	$75,842	12
516.0	Director, Student Health Services (Nurse Administrator)	$39,687	$26,301	$34,703	12
518.0	Director, Athletics	$43,092	$42,518	$59,713	23
519.0	Director, Sports Information	$25,540	$22,600	$28,428	18
522.0	Director, Campus Recreation/Intramurals	$29,791	$26,700	$34,055	15

Table 46

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $6 MILLION OR LESS

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified
FTE-ENROLLMENT MEDIAN: 465 **1987-1988 BUDGET RANGE:** Zero thru $6,000,000 **1987-1988 BUDGET MEDIAN:** $4,066,000 **CASES SELECTED:** 125

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$55,000	$44,101	$65,000	122
102.1	Assistant to the President, Single Institution	$26,225	$20,000	$34,560	26
103.0	Executive Vice President	$58,144	$53,581	$65,850	15
ACADEMIC					
201.0	Chief Academic Officer	$46,426	$33,000	$43,329	114
201.1	Director, Conferences	$26,000	$18,096	$30,000	5
203.0	Director, Library Services	$37,596	$20,000	$27,000	107
203.1	Circulation Librarian	$13,000	$13,000	$18,780	16
203.2	Acquisitions Librarian	$15,630	$16,550	$21,096	17
203.3	Technical Services Librarian	$16,500	$16,300	$19,500	31
203.4	Public Services Librarian	$18,084	$17,203	$20,700	10
203.5	Reference Librarian	$17,500	$17,000	$18,945	36
204.0	Director, Institutional Research	$23,000	$20,000	$29,352	18
205.0	Director, Educational Media Services	$19,320	$16,500	$21,671	29
206.0	Director, Learning Resources Center	$20,000	$17,708	$26,634	28
208.0	Director, Computer Center Operations [Academic]	$24,864	$23,000	$31,966	21
209.0	Administrator, Grants and Contracts	$20,000	$16,000	$25,000	6
213.0	Dean, Arts and Sciences	$30,000	$28,720	$36,000	8
214.0	Dean, Business	$30,183	$25,000	$33,000	18
216.0	Dean, Continuing Education	$23,000	$21,000	$34,800	20
218.0	Dean, Education	$27,000	$25,155	$30,203	19
223.0	Dean, Graduate Programs	$31,000	$26,359	$34,851	11
226.0	Dean, Humanities	$20,000	$24,000	$27,464	14
230.0	Dean, Mathematics	$24,500	$25,000	$27,000	5
232.0	Dean, Music	$21,737	$16,500	$29,000	6
233.0	Dean, Nursing	$30,000	$26,050	$40,455	7
237.0	Dean, Sciences	$24,000	$23,500	$31,799	13
238.0	Dean, Social Sciences	$28,000	$25,000	$30,630	14
ADMINISTRATIVE					
301.0	Chief Business Officer	$33,000	$30,760	$45,000	113
303.0	Chief Budgeting Officer	$31,000	$27,479	$36,000	7
306.0	Chief Personnel/Human Resources Officer	$27,500	$26,000	$28,500	14
306.7	Manager, Wage and Salary/Manager, Compensation	$32,000	$30,000	$33,000	5
308.0	Director, Personnel and Affirmative Action	$28,000	$23,500	$27,630	8
309.0	Director, Computer Center	$27,840	$23,000	$29,325	42
309.1	Associate Director, Computer Center	$22,000	$22,500	$22,096	6
309.5	Programmer Analyst I (highest level)	$19,000	$18,500	$18,954	6
309.6	Programmer Analyst II (lowest level)	$16,512	$18,176	$20,000	6
310.0	Director, Computer Center Operations [Administrative]	$27,000	$25,500	$29,500	17
311.0	Director, Information Systems	$31,440	$31,000	$31,576	6
312.0	Chief, Physical Plant/Facilities Management Officer	$28,000	$23,000	$29,000	68
312.1	Associate Director, Physical Plant/Facilities Management	$27,000	$26,000	$27,900	20
312.2	Manager, Landscape and Grounds	$21,000	$21,000	$24,679	8
312.3	Manager, Building and Maintenance Trades	$26,000	$25,000	$25,000	15
312.4	Manager, Technical Trades	$27,000	$23,500	$25,813	6
312.5	Manager, Custodial Services	$21,000	$21,500	$23,000	26
312.6	Manager, Power Plant	$23,000	$21,000	$25,000	5
313.0	Comptroller	$30,000	$25,000	$30,000	47
313.1	Manager, Payroll	$17,500	$18,252	$19,000	18
314.0	Director, Accounting	$21,000	$23,000	$23,500	29
314.1	Staff Accountant (highest level)	$19,000	$18,500	$18,500	21
314.2	Staff Accountant (lowest level)	$16,000	$15,500	$18,000	16
315.0	Bursar	$22,000	$22,000	$25,500	16
316.0	Director, Purchasing	$22,000	$20,500	$22,195	13
317.0	Director, Bookstore	$19,500	$22,000	$23,758	79
317.1	Associate Director, Bookstore	$21,000	$17,500	$19,254	6
319.0	Director, Auxiliary Services	$20,000	$19,000	$21,112	5
319.1	Manager, Mail Services	$17,000	$17,000	$19,500	25
320.0	Director, Campus Security	$20,000	$19,000	$19,500	19
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$40,000	$35,000	$46,000	91
401.1	Director, Annual Giving	$25,000	$23,000	$26,250	21
401.2	Director, Corporate/Foundation Relations	$30,000	$27,756	$32,000	9
401.3	Coordinator, Research Development	$20,000	$20,000	$20,000	5
401.4	Director, Estate Planning	$30,000	$30,000	$33,375	5
402.0	Chief Public Relations Officer	$30,000	$27,000	$30,000	93
403.0	Chief Development and Public Relations Officer	$30,000	$27,000	$30,000	73
404.0	Director, Alumni Affairs	$25,000	$23,000	$25,000	89
405.0	Director, Parent Programs	$20,000	$18,000	$20,000	21
406.0	Director, Special and Community Events	$23,000	$21,000	$23,000	21
407.0	Director, Church Relations	$25,000	$23,000	$25,000	5
409.0	Director, Public Affairs	$25,000	$23,000	$25,000	19
409.2	Manager, Printing Services	$20,000	$19,000	$20,000	5
410.0	Director, Government Relations	$25,000	$23,000	$25,000	21
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$40,000	$35,000	$45,000	100
502.0	Director, Admissions	$25,000	$23,000	$25,000	100
503.0	Associate Director, Admissions	$20,000	$19,000	$20,000	30
503.1	Assistant Director, Admissions	$18,000	$17,000	$18,000	30
504.0	Registrar	$25,000	$23,000	$25,000	100
504.1	Associate Registrar	$20,000	$19,000	$20,000	30
504.2	Assistant Registrar	$18,000	$17,000	$18,000	30
505.0	Director, Financial Aid	$25,000	$23,000	$25,000	100
506.0	Director, Student Activities	$25,000	$23,000	$25,000	100
506.1	Associate Director, Student Activities	$20,000	$19,000	$20,000	30
507.0	Director, Career Planning and Placement	$25,000	$23,000	$25,000	100
508.0	Director, Housing	$25,000	$23,000	$25,000	100
508.1	Associate Director, Housing	$20,000	$19,000	$20,000	30

Table 46

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $6 MILLION OR LESS (continued)

POS	TITLE	MED	Q1	Q3	N
508.3	Housing Officer/Residence Life	$13,230	$12,600	$17,140	12
510.0	Director, Foreign Students	$20,000	$19,000	$27,057	7
511.0	Director, Student Union	$17,000	$14,750	$20,500	5
512.0	Director, Student Activities	$19,500	$15,000	$22,000	38
513.0	Director, Student Placement	$19,965	$16,974	$23,000	45
514.0	Director, Student Counseling	$21,218	$18,000	$24,720	41
514.1	Associate Director, Student Counseling	$18,000	$16,560	$19,478	6
515.0	Director, Student Health Services (Physician Administrator)	$18,000	$16,000	$22,873	5
516.0	Director, Student Health Services (Nurse Administrator)	$16,000	$14,229	$19,760	35
517.0	Chaplain	$20,000	$15,000	$23,000	44
518.0	Director, Athletics	$24,150	$21,046	$28,750	73
519.0	Director, Sports Information	$15,500	$13,000	$21,200	5
520.0	Director, Athletics/Men	$20,250	$17,763	$31,408	7
521.0	Director, Athletics/Women	$19,827	$16,700	$23,426	7
522.0	Director, Campus Recreation/Intramurals	$17,650	$15,230	$20,800	7

Table 47

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $6.1 - $9 MILLION

CLASSIFICATION: 4-Yr College SOURCE OF SUPPORT: Private Religious, Private Independent FTE-ENROLLMENT RANGE: Not specified
FTE-ENROLLMENT MEDIAN: 868 1987/1988 BUDGET RANGE: $6,000,001 thru $9,000,000 1987/1988 BUDGET MEDIAN: $7,198,221
CASES SELECTED: 87

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$67,000	$58,300	$79,500	82
102.1	Assistant to the President, Single Institution	$26,598	$23,250	$33,400	36
103.0	Executive Vice President	$53,383	$43,600	$58,000	17
ACADEMIC					
201.0	Chief Academic Officer	$46,130	$40,000	$52,440	80
201.1	Director, Conferences	$21,912	$15,750	$23,000	8
203.0	Director, Library Services	$28,906	$26,000	$32,251	80
203.1	Circulation Librarian	$18,376	$13,782	$21,070	26
203.2	Acquisitions Librarian	$19,700	$15,000	$22,836	22
203.3	Technical Services Librarian	$19,656	$18,193	$22,184	37
203.4	Public Services Librarian	$17,650	$16,538	$24,375	14
203.5	Reference Librarian	$20,272	$17,749	$22,244	42
204.0	Director, Institutional Research	$28,200	$25,075	$38,300	17
205.0	Director, Educational Media Services	$20,000	$17,000	$25,250	31
206.0	Director, Learning Resources Center	$22,714	$18,900	$25,795	23
208.0	Director, Computer Center Operations/Academic	$24,747	$20,250	$28,774	24
208.1	Associate Director, Computer Center Operations/Academic	$21,500	$19,000	$32,400	7
209.0	Administrator, Grants and Contracts	$26,975	$20,000	$32,000	10
213.0	Dean, Arts and Sciences	$34,228	$30,798	$36,000	8
214.0	Dean, Business	$36,400	$28,177	$45,000	15
215.0	Dean, Communications	$26,666	$25,140	$31,300	5
216.0	Dean, Continuing Education	$30,000	$25,000	$36,209	23
218.0	Dean, Education	$30,500	$27,550	$33,600	11
222.0	Dean, Fine Arts	$31,364	$27,826	$37,500	8
223.0	Dean, Graduate Programs	$36,400	$31,500	$40,448	11
226.0	Dean, Humanities	$30,021	$27,592	$33,724	13
230.0	Dean, Mathematics	$29,709	$29,000	$32,600	6
233.0	Dean, Nursing	$34,810	$32,476	$37,700	12
237.0	Dean, Sciences	$30,703	$28,453	$34,764	11
238.0	Dean, Social Sciences	$28,052	$25,120	$29,510	8
240.0	Dean, Special Programs	$28,875	$24,500	$29,500	5
241.0	Dean, Undergraduate Programs	$37,500	$25,748	$41,665	5
ADMINISTRATIVE					
301.0	Chief Business Officer	$45,000	$37,597	$50,000	82
301.2	Director, Telecommunications	$16,580	$15,600	$22,500	5
302.0	Chief Planning Officer	$40,382	$31,700	$51,720	7
304.0	Chief Planning and Budget Officer	$31,600	$26,855	$32,635	5
306.0	Chief Personnel/Human Resources Officer	$26,855	$19,780	$31,000	21
306.2	Manager, Benefits	$20,000	$17,992	$23,300	7
308.0	Director, Personnel and Affirmative Action	$23,000	$21,846	$25,207	5
309.0	Director, Computer Center	$28,000	$23,000	$31,424	46
309.1	Associate Director, Computer Center	$20,000	$17,422	$21,630	13
309.5	Programmer Analyst I (highest level)	$18,190	$17,500	$24,750	14
309.6	Programmer Analyst II (lowest level)	$19,000	$16,093	$20,000	9
310.0	Director, Computer Center Operations/Administrative	$23,316	$20,000	$27,567	13
310.1	Associate Director, Computer Center Operations/Administrative	$18,805	$16,500	$20,500	7
312.0	Chief, Physical Plant/Facilities Management Officer	$29,199	$25,915	$34,755	62
312.1	Associate Director, Physical Plant/Facilities Management	$26,040	$22,212	$27,662	21
312.2	Manager, Landscape and Grounds	$20,000	$17,056	$22,920	18
312.3	Manager, Building and Maintenance Trades	$22,212	$21,000	$26,119	14
312.5	Manager, Custodial Services	$18,720	$16,517	$19,850	28
313.0	Comptroller	$29,356	$25,097	$34,187	43
313.1	Manager, Payroll	$17,715	$14,037	$19,672	19
314.0	Director, Accounting	$22,850	$19,850	$26,500	22
314.1	Staff Accountant (highest level)	$18,666	$15,600	$23,000	20
314.2	Staff Accountant (lowest level)	$16,750	$14,913	$18,060	17
315.0	Bursar	$23,700	$15,545	$25,700	13
316.0	Director, Purchasing	$20,643	$17,600	$26,000	22
317.0	Director, Bookstore	$16,900	$14,500	$20,883	53
317.1	Associate Director, Bookstore	$11,774	$11,436	$14,000	8
319.0	Director, Auxiliary Services	$26,258	$23,000	$29,643	7
319.1	Manager, Mail Services	$13,600	$12,458	$15,015	26
320.0	Director, Campus Security	$17,000	$15,800	$20,314	37
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$42,000	$37,000	$50,150	75
401.1	Director, Annual Giving	$26,000	$23,795	$31,000	33
401.2	Director, Corporate/Foundation Relations	$28,000	$27,000	$32,415	14
401.3	Coordinator, Resource Development	$22,260	$18,160	$22,924	13
401.4	Director, Estate Planning	$35,500	$27,300	$38,000	5
402.0	Chief Public Relations Officer	$25,120	$22,134	$29,680	44
403.0	Chief Development and Public Relations Officer	$30,708	$29,485	$42,500	5
404.0	Director, Alumni Affairs	$22,346	$18,720	$25,662	74
405.0	Director, Development and Alumni Affairs	$33,180	$26,250	$34,500	5
406.0	Director, Special and Deferred Gifts	$26,000	$20,150	$30,750	19
407.0	Director, Church Relations	$28,000	$24,708	$32,000	17
409.0	Director, Publications	$22,436	$18,300	$26,250	20
409.1	Associate Director, Publications	$16,448	$15,400	$20,000	10
409.2	Manager, Printing Services	$19,113	$13,245	$22,000	22
410.0	Director, Information Office	$19,975	$16,639	$26,102	23
411.0	Director, News Bureau	$17,500	$15,000	$21,500	10
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$34,500	$30,000	$39,925	83
502.0	Director, Admissions	$30,000	$27,435	$36,500	71
502.1	Associate Director, Admissions	$20,976	$18,900	$22,800	41
502.2	Assistant Director, Admissions	$18,000	$16,200	$20,000	45
504.0	Registrar	$26,000	$22,287	$29,100	79
504.1	Associate Registrar	$19,320	$15,950	$21,445	10
504.2	Assistant Registrar	$15,700	$13,716	$20,400	22

Table 47

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $6.1 - $9 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
505.0	Director, Admissions and Financial Aid	$35,436	$30,566	$42,000	15
506.0	Director, Student Financial Aid	$24,505	$21,620	$27,194	75
506.1	Associate Director, Student Financial Aid	$18,005	$15,500	$20,283	32
507.0	Director, Food Services	$26,500	$22,000	$31,500	13
507.1	Associate Director, Food Services	$18,000	$15,500	$18,863	7
508.0	Director, Student Housing	$18,600	$16,167	$21,400	48
508.1	Associate Director, Student Housing	$16,200	$15,500	$18,000	6
508.3	Housing Officer/Residence Life	$16,138	$15,000	$17,680	21
510.0	Director, Foreign Students	$19,864	$16,780	$24,693	10
511.0	Director, Student Union	$19,750	$19,000	$20,500	6
512.0	Director, Student Activities	$19,500	$17,000	$21,700	49
513.0	Director, Student Placement	$22,059	$17,655	$26,000	56
514.0	Director, Student Counseling	$22,500	$20,140	$25,666	52
514.1	Associate Director, Student Counseling	$19,400	$14,133	$21,600	7
515.0	Director, Student Health Services (Physician Administrator)	$19,970	$19,828	$30,462	6
516.0	Director, Student Health Services (Nurse Administrator)	$17,500	$15,020	$20,380	38
517.0	Chaplain	$24,626	$19,500	$26,775	48
518.0	Director, Athletics	$28,800	$25,567	$33,877	61
519.0	Director, Sports Information	$14,700	$12,000	$18,300	12
521.0	Director, Athletics/Women	$22,800	$16,000	$27,700	10
522.0	Director, Campus Recreation/Intramurals	$19,225	$16,500	$23,315	14

Table 48

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $9.1 - $15 MILLION

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified
FTE-ENROLLMENT MEDIAN: 1,211 **1987/1988 BUDGET RANGE:** $9,000,001 thru $15,000,000 **1987/1988 BUDGET MEDIAN:** $11,580,000
CASES SELECTED: 114

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$80,000	$67,200	$93,500	106
102.1	Assistant to the President, Single Institution	$34,000	$27,400	$46,000	46
103.0	Executive Vice President	$54,000	$49,140	$62,700	21
ACADEMIC					
201.0	Chief Academic Officer	$54,000	$47,500	$61,500	110
201.1	Director, Conferences	$22,200	$20,000	$27,000	16
203.0	Director, Library Services	$33,040	$29,400	$38,000	101
203.1	Circulation Librarian	$19,950	$17,200	$24,000	43
203.2	Acquisitions Librarian	$22,000	$18,600	$26,400	39
203.3	Technical Services Librarian	$21,800	$19,000	$25,750	64
203.4	Public Services Librarian	$21,132	$16,512	$25,000	42
203.5	Reference Librarian	$22,380	$19,100	$24,800	59
204.0	Director, Institutional Research	$30,000	$22,500	$35,000	18
205.0	Director, Educational Media Services	$22,659	$20,100	$26,000	43
206.0	Director, Learning Resources Center	$27,006	$22,760	$30,200	36
207.0	Director, International Studies Education	$28,689	$24,600	$33,502	12
208.0	Director, Computer Center Operations/Academic	$32,500	$27,500	$36,500	44
208.1	Associate Director, Computer Center Operations/Academic	$23,112	$21,000	$26,750	16
209.0	Administrator, Grants and Contracts	$26,000	$22,282	$34,358	16
213.0	Dean, Arts and Sciences	$42,770	$30,000	$52,079	12
214.0	Dean, Business	$50,000	$43,700	$55,000	21
216.0	Dean, Continuing Education	$37,500	$30,440	$41,150	30
218.0	Dean, Education	$38,400	$33,250	$43,000	10
222.0	Dean, Fine Arts	$41,500	$33,491	$48,667	11
223.0	Dean, Graduate Programs	$43,000	$42,000	$47,276	12
226.0	Dean, Humanities	$41,475	$38,400	$44,865	11
232.0	Dean, Music	$38,400	$33,455	$49,000	8
233.0	Dean, Nursing	$36,314	$35,000	$41,010	12
237.0	Dean, Sciences	$38,400	$33,675	$44,100	13
238.0	Dean, Social Sciences	$34,700	$32,025	$40,000	12
241.0	Dean, Undergraduate Programs	$39,450	$36,500	$44,100	11
ADMINISTRATIVE					
301.0	Chief Business Officer	$51,602	$46,000	$61,025	106
301.2	Director, Telecommunications	$17,500	$17,000	$31,415	6
302.0	Chief Planning Officer	$44,000	$36,920	$45,767	13
303.0	Chief Budgeting Officer	$40,017	$32,100	$46,500	9
303.1	Associate Budget Director	$26,428	$23,500	$38,000	9
306.0	Chief Personnel/Human Resources Officer	$29,562	$25,000	$33,437	47
306.1	Associate Director, Personnel/Human Resources	$23,215	$21,502	$25,000	6
308.0	Director, Personnel and Affirmative Action	$24,000	$20,100	$31,122	15
309.0	Director, Computer Center	$34,300	$29,120	$40,000	60
309.1	Associate Director, Computer Center	$24,952	$21,791	$28,620	23
309.2	Data Base Administrator	$23,000	$21,000	$27,300	7
309.3	Systems Analyst I (highest level)	$23,700	$23,000	$25,207	13
309.4	Systems Analyst II (lowest level)	$20,000	$19,000	$23,000	6
309.5	Programmer Analyst-I (highest level)	$22,670	$19,450	$24,568	19
309.6	Programmer Analyst II (lowest level)	$19,080	$14,900	$20,817	19
310.0	Director, Computer Center Operations/Administrative	$31,500	$24,000	$35,200	23
310.1	Associate Director, Computer Center Operations/Administrative	$23,446	$19,500	$26,412	12
311.0	Director, Information Systems	$35,170	$29,925	$44,405	12
312.0	Chief, Physical Plant/Facilities Management Officer	$35,375	$31,350	$38,700	88
312.1	Associate Director, Physical Plant/Facilities Management	$27,600	$24,000	$31,200	34
312.2	Manager, Landscape and Grounds	$21,000	$18,750	$25,678	42
312.3	Manager, Building and Maintenance Trades	$25,875	$22,069	$28,500	28
312.4	Manager, Technical Trades	$24,000	$22,000	$27,500	8
312.5	Manager, Custodial Services	$20,600	$18,350	$24,150	45
312.6	Manager, Power Plant	$20,842	$20,500	$27,930	6
313.0	Comptroller	$36,420	$31,568	$41,192	74
313.1	Manager, Payroll	$18,000	$15,600	$21,658	34
314.0	Director, Accounting	$25,440	$22,575	$31,271	34
314.1	Staff Accountant (highest level)	$20,650	$18,000	$23,179	21
314.2	Staff Accountant (lowest level)	$19,425	$15,500	$19,928	17
315.0	Bursar	$22,000	$18,382	$31,100	15
316.0	Director, Purchasing	$23,500	$19,900	$31,900	29
316.1	Associate Director, Purchasing	$16,663	$15,565	$18,300	5
317.0	Director, Bookstore	$20,000	$17,753	$23,852	77
317.1	Associate Director, Bookstore	$16,043	$13,356	$18,138	9
319.0	Director, Auxiliary Services	$32,392	$30,300	$40,000	9
319.1	Manager, Mail Services	$14,000	$12,236	$16,723	39
320.0	Director, Campus Security	$22,000	$17,500	$27,200	75
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$49,566	$43,250	$57,512	94
401.1	Director, Annual Giving	$26,000	$22,000	$31,500	68
401.2	Director, Corporate/Foundation Relations	$30,000	$23,500	$34,500	31
401.3	Coordinator, Resource Development	$21,308	$16,650	$24,145	20
401.4	Director, Estate Planning	$32,550	$28,750	$40,000	24
402.0	Chief Public Relations Officer	$30,819	$26,006	$34,240	64
403.0	Chief Development and Public Relations Officer	$47,054	$35,690	$51,573	15
404.0	Director, Alumni Affairs	$26,000	$22,470	$29,800	98
405.0	Director, Development and Alumni Affairs	$33,000	$28,272	$43,050	8
406.0	Director, Special and Deferred Gifts	$31,500	$24,829	$40,000	22
407.0	Director, Church Relations	$25,800	$20,500	$33,600	20
408.0	Director, Community Services	$23,700	$22,200	$25,357	8
409.0	Director, Publications	$27,500	$18,018	$26,699	35
409.1	Associate Director, Publications	$18,375	$15,500	$20,000	12
409.2	Manager, Printing Services	$18,400	$15,900	$21,115	24
410.0	Director, Information Office	$25,500	$20,475	$32,100	32
411.0	Director, News Bureau	$23,023	$17,000	$25,200	20

Table 48

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $9.1 - $15 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$41,700	$36,050	$47,000	104
502.0	Director, Admissions	$37,000	$31,675	$42,000	93
502.1	Associate Director, Admissions	$24,444	$20,882	$27,400	69
502.2	Assistant Director, Admissions	$19,200	$17,000	$21,550	72
504.0	Registrar	$30,000	$26,500	$33,690	108
504.1	Associate Registrar	$20,800	$16,661	$24,036	18
504.2	Assistant Registrar	$18,900	$16,380	$20,000	32
505.0	Director, Admissions and Financial Aid	$40,950	$32,900	$45,000	16
506.0	Director, Student Financial Aid	$28,875	$24,300	$32,500	107
506.1	Associate Director, Student Financial Aid	$19,294	$17,540	$21,636	54
507.0	Director, Food Services	$28,000	$26,000	$36,000	32
507.1	Associate Director, Food Services	$21,150	$17,787	$25,464	20
508.0	Director, Student Housing	$23,700	$20,200	$27,150	67
508.1	Associate Director, Student Housing	$16,365	$15,000	$21,000	17
508.3	Housing Officer/Residence Life	$17,150	$15,120	$20,000	24
510.0	Director, Foreign Students	$21,000	$18,375	$32,524	10
511.0	Director, Student Union	$21,628	$19,500	$26,407	29
511.1	Associate Director, Student Union	$17,500	$17,027	$20,000	6
512.0	Director, Student Activities	$20,300	$17,800	$25,000	66
513.0	Director, Student Placement	$24,485	$21,320	$28,035	86
514.0	Director, Student Counseling	$26,200	$22,900	$30,450	63
514.1	Associate Director, Student Counseling	$21,260	$19,470	$26,875	15
515.0	Director, Student Health Services (Physician Administrator)	$26,000	$22,000	$40,000	14
516.0	Director, Student Health Services (Nurse Administrator)	$19,750	$17,500	$22,934	69
517.0	Chaplain	$25,400	$21,000	$30,680	61
518.0	Director, Athletics	$35,020	$30,400	$39,380	84
519.0	Director, Sports Information	$18,191	$16,000	$21,200	39
521.0	Director, Athletics/Women	$22,125	$21,400	$27,720	14
522.0	Director, Campus Recreation/Intramurals	$19,000	$17,500	$26,000	17

Table 49

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $15.1 MILLION OR MORE

CLASSIFICATION: 4-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 2,000 **1987/1988 BUDGET RANGE:** $15,000,001 thru max budget **1987/1988 BUDGET MEDIAN:** $21,112,866
CASES SELECTED: 104

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$96,000	$80,500	$111,000	88
102.1	Assistant to the President, Single Institution	$36,400	$29,400	$46,000	58
103.0	Executive Vice President	$71,500	$56,000	$82,000	29
ACADEMIC					
201.0	Chief Academic Officer	$66,500	$57,800	$76,000	98
201.1	Director, Conferences	$28,000	$24,125	$36,500	24
203.0	Director, Library Services	$42,500	$36,450	$48,690	101
203.1	Circulation Librarian	$23,363	$20,000	$27,500	53
203.2	Acquisitions Librarian	$25,230	$20,800	$29,328	56
203.3	Technical Services Librarian	$27,900	$23,500	$31,725	69
203.4	Public Services Librarian	$27,900	$23,900	$32,650	40
203.5	Reference Librarian	$24,150	$20,700	$29,910	72
204.0	Director, Institutional Research	$35,000	$27,670	$44,500	31
204.1	Associate Director, Institutional Research	$29,700	$28,100	$35,257	6
205.0	Director, Educational Media Services	$26,800	$22,394	$30,218	52
206.0	Director, Learning Resources Center	$27,800	$24,078	$33,900	25
207.0	Director, International Studies Education	$33,440	$31,000	$43,230	17
208.0	Director, Computer Center Operations/Academic	$40,834	$35,970	$45,600	51
208.1	Associate Director, Computer Center Operations/Academic	$32,240	$26,000	$38,100	25
209.0	Administrator, Grants and Contracts	$31,316	$23,580	$38,500	25
213.0	Dean, Arts and Sciences	$56,205	$51,600	$63,000	24
214.0	Dean, Business	$60,000	$48,230	$69,000	22
215.0	Dean, Communications	$58,331	$53,500	$64,329	6
216.0	Dean, Continuing Education	$47,856	$38,200	$50,909	36
218.0	Dean, Education	$40,400	$33,428	$63,000	10
219.0	Dean, Engineering	$56,100	$51,580	$69,656	8
222.0	Dean, Fine Arts	$39,700	$35,600	$61,400	8
223.0	Dean, Graduate Programs	$47,964	$37,500	$62,700	20
224.0	Dean, Health-Related Professions	$48,500	$33,670	$59,244	7
226.0	Dean, Humanities	$48,400	$32,850	$48,972	8
232.0	Dean, Music	$46,900	$30,000	$54,150	6
233.0	Dean, Nursing	$50,319	$34,446	$57,750	5
237.0	Dean, Sciences	$52,300	$33,000	$55,701	9
238.0	Dean, Social Sciences	$38,116	$34,800	$47,500	8
240.0	Dean, Special Programs	$45,000	$41,488	$60,800	6
241.0	Dean, Undergraduate Programs	$56,710	$42,589	$62,500	9
ADMINISTRATIVE					
301.0	Chief Business Officer	$68,080	$57,500	$81,600	91
301.2	Director, Telecommunications	$25,440	$19,261	$30,818	13
302.0	Chief Planning Officer	$58,975	$52,330	$66,205	14
303.0	Chief Budgeting Officer	$46,172	$38,000	$50,373	35
303.1	Associate Budget Director	$31,400	$23,050	$42,000	11
304.0	Chief Planning and Budget Officer	$54,000	$47,700	$58,000	5
305.0	General Counsel	$68,000	$55,000	$89,000	7
306.0	Chief Personnel/Human Resources Officer	$38,925	$31,500	$45,640	69
306.1	Associate Director, Personnel/Human Resources	$25,750	$23,400	$30,820	26
306.2	Manager, Benefits	$22,900	$20,500	$29,356	22
306.6	Manager, Employment	$23,500	$19,677	$26,630	13
307.0	Director, Affirmative Action/Equal Employment	$31,100	$25,031	$39,900	8
308.0	Director, Personnel and Affirmative Action	$37,150	$31,005	$39,951	17
309.0	Director, Computer Center	$44,950	$39,624	$52,085	63
309.1	Associate Director, Computer Center	$34,301	$29,400	$39,100	23
309.2	Data Base Administrator	$29,886	$25,000	$36,000	13
309.3	Systems Analyst I (highest level)	$30,000	$24,600	$36,000	37
309.4	Systems Analyst II (lowest level)	$22,000	$19,400	$27,300	22
309.5	Programmer Analyst I (highest level)	$26,255	$22,875	$30,150	52
309.6	Programmer Analyst II (lowest level)	$22,000	$18,000	$24,125	41
310.0	Director, Computer Center Operations/Administrative	$40,600	$34,000	$45,500	33
310.1	Associate Director, Computer Center Operations/Administrative	$32,500	$29,075	$36,450	17
311.0	Director, Information Systems	$42,800	$37,000	$57,600	18
312.0	Chief, Physical Plant/Facilities Management Officer	$44,000	$38,000	$51,300	90
312.1	Associate Director, Physical Plant/Facilities Management	$33,225	$25,900	$40,500	43
312.2	Manager, Landscape and Grounds	$27,000	$23,920	$30,700	53
312.3	Manager, Building and Maintenance Trades	$30,200	$26,000	$34,031	37
312.4	Manager, Technical Trades	$30,000	$27,685	$33,200	15
312.5	Manager, Custodial Services	$25,885	$24,131	$30,000	59
312.6	Manager, Power Plant	$32,907	$30,665	$34,950	20
313.0	Comptroller	$42,250	$35,996	$48,804	79
313.1	Manager, Payroll	$20,930	$18,000	$25,620	48
314.0	Director, Accounting	$32,300	$28,431	$37,350	42
314.1	Staff Accountant (highest level)	$24,500	$22,750	$28,850	34
314.2	Staff Accountant (lowest level)	$20,300	$17,800	$23,300	25
315.0	Bursar	$27,958	$24,044	$32,137	37
315.1	Associate Bursar	$23,527	$20,301	$26,265	11
316.0	Director, Purchasing	$29,000	$25,250	$35,049	50
316.1	Associate Director, Purchasing	$25,012	$16,068	$28,516	8
317.0	Director, Bookstore	$25,220	$21,500	$29,930	63
317.1	Associate Director, Bookstore	$18,700	$16,920	$21,500	13
318.0	Director, Internal Audit	$33,124	$27,475	$39,800	12
319.0	Director, Auxiliary Services	$33,431	$31,000	$39,000	26
319.1	Manager, Mail Services	$18,358	$15,000	$21,250	37
320.0	Director, Campus Security	$29,500	$23,544	$33,163	87
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$57,640	$47,965	$73,000	91
401.1	Director, Annual Giving	$30,000	$25,000	$34,815	79
401.2	Director, Corporate/Foundation Relations	$34,616	$30,000	$42,000	61
401.3	Coordinator, Resource Development	$22,800	$20,600	$28,800	26
401.4	Director, Estate Planning	$42,300	$35,700	$49,800	25

Table 49

PRIVATE 4-YEAR COLLEGES WITH BUDGETS OF $15.1 MILLION OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
402.0	Chief Public Relations Officer	$39,520	$33,050	$48,000	67
403.0	Chief Development and Public Relations Officer	$58,000	$46,166	$71,500	18
404.0	Director, Alumni Affairs	$31,800	$25,410	$39,000	92
405.0	Director, Development and Alumni Affairs	$39,600	$33,200	$57,500	11
406.0	Director, Special and Deferred Gifts	$39,690	$32,100	$44,000	32
407.0	Director, Church Relations	$34,268	$31,000	$45,685	10
408.0	Director, Community Services	$35,087	$22,700	$40,540	7
409.0	Director, Publications	$28,655	$24,558	$32,600	57
409.1	Associate Director, Publications	$21,000	$19,000	$23,500	17
409.2	Manager, Printing Services	$21,300	$17,654	$25,500	37
410.0	Director, Information Office	$32,552	$23,000	$36,750	32
411.0	Director, News Bureau	$23,500	$21,008	$28,500	32
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$48,964	$43,900	$56,900	100
502.0	Director, Admissions	$42,525	$36,813	$49,900	89
502.1	Associate Director, Admissions	$27,997	$23,700	$32,290	78
502.2	Assistant Director, Admissions	$21,000	$19,000	$24,000	67
504.0	Registrar	$34,150	$30,939	$40,000	100
504.1	Associate Registrar	$25,860	$20,748	$30,000	28
504.2	Assistant Registrar	$20,882	$18,750	$23,650	50
505.0	Director, Admissions and Financial Aid	$48,500	$45,000	$52,700	25
506.0	Director, Student Financial Aid	$34,029	$30,000	$40,500	101
506.1	Associate Director, Student Financial Aid	$22,226	$20,000	$25,500	61
507.0	Director, Food Services	$38,000	$30,000	$45,000	30
507.1	Associate Director, Food Services	$29,288	$23,500	$33,387	16
508.0	Director, Student Housing	$26,250	$21,800	$30,000	85
508.1	Associate Director, Student Housing	$20,580	$18,000	$24,640	24
508.2	Housing Officer/Administrative Operations	$18,177	$15,000	$27,000	12
508.3	Housing Officer/Residence Life	$21,000	$16,800	$24,564	30
510.0	Director, Foreign Students	$25,850	$22,443	$30,135	18
511.0	Director, Student Union	$29,000	$25,000	$31,940	29
511.1	Associate Director, Student Union	$21,384	$19,457	$24,873	9
512.0	Director, Student Activities	$25,033	$22,500	$29,940	60
513.0	Director, Student Placement	$30,000	$26,000	$34,240	94
514.0	Director, Student Counseling	$33,395	$29,800	$38,410	78
514.1	Associate Director, Student Counseling	$24,000	$20,743	$30,105	15
515.0	Director, Student Health Services (Physician Administrator)	$64,000	$23,553	$77,500	24
516.0	Director, Student Health Services (Nurse Administrator)	$25,000	$21,260	$27,414	69
517.0	Chaplain	$31,857	$26,400	$36,600	63
518.0	Director, Athletics	$40,732	$34,972	$48,000	82
519.0	Director, Sports Information	$19,200	$16,000	$25,000	54
520.0	Director, Athletics/Men	$36,300	$29,895	$41,400	8
521.0	Director, Athletics/Women	$28,900	$24,777	$29,970	17
522.0	Director, Campus Recreation/Intramurals	$24,808	$21,001	$32,300	27

Table 50

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $5 MILLION OR LESS

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 900
1987/1988 BUDGET RANGE: Zero thru $5,000,000 **1987/1988 BUDGET MEDIAN:** $3,508,997 **CASES SELECTED:** 84

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$57,616	$52,800	$63,200	76
102.1	Assistant to the President, Single Institution	$27,696	$18,700	$38,220	12
103.0	Executive Vice President	$46,000	$42,500	$50,736	9
ACADEMIC					
201.0	Chief Academic Officer	$45,500	$40,411	$51,500	75
203.0	Director, Library Services	$33,000	$27,018	$35,774	53
203.1	Circulation Librarian	$16,322	$13,792	$31,771	5
203.3	Technical Services Librarian	$20,000	$18,692	$29,238	5
203.5	Reference Librarian	$21,882	$20,111	$35,083	7
204.0	Director, Institutional Research	$34,884	$26,780	$38,383	9
205.0	Director, Educational Media Services	$28,176	$25,939	$34,213	9
206.0	Director, Learning Resources Center	$32,730	$26,611	$35,712	29
208.0	Director, Computer Center Operations/Academic	$37,425	$33,400	$38,191	5
213.0	Dean, Arts and Sciences	$39,631	$31,000	$41,256	9
214.0	Dean, Business	$34,438	$26,004	$36,911	13
216.0	Dean, Continuing Education	$34,655	$25,448	$41,256	23
226.0	Dean, Humanities	$35,517	$22,680	$39,200	8
227.0	Dean, Instruction	$38,340	$30,800	$48,000	9
233.0	Dean, Nursing	$35,540	$30,859	$37,210	10
234.0	Dean, Occupational Studies/Vocational Education/Technology	$36,000	$34,038	$39,168	18
237.0	Dean, Sciences	$34,930	$29,393	$36,676	10
238.0	Dean, Social Sciences	$32,412	$26,785	$42,586	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$41,575	$37,020	$45,773	75
306.0	Chief Personnel/Human Resources Officer	$24,000	$16,740	$29,482	10
307.0	Director, Affirmative Action/Equal Employment	$27,886	$24,822	$32,730	5
308.0	Director, Personnel and Affirmative Action	$20,561	$18,792	$22,500	6
309.0	Director, Computer Center	$28,188	$25,547	$33,285	34
311.0	Director, Information Systems	$32,500	$28,194	$39,650	5
312.0	Chief, Physical Plant/Facilities Management Officer	$25,700	$23,365	$28,645	37
312.1	Associate Director, Physical Plant/Facilities Management	$23,616	$19,448	$26,000	9
312.5	Manager, Custodial Services	$20,736	$17,617	$23,160	7
313.0	Comptroller	$27,300	$25,116	$32,903	13
313.1	Manager, Payroll	$20,236	$20,085	$22,680	6
314.0	Director, Accounting	$23,385	$20,000	$30,711	15
314.1	Staff Accountant (highest level)	$19,283	$16,000	$24,484	14
316.0	Director, Purchasing	$18,500	$15,846	$28,656	9
317.0	Director, Bookstore	$17,836	$14,208	$20,300	31
320.0	Director, Campus Security	$14,043	$12,480	$21,882	7
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$36,000	$34,806	$37,268	13
402.0	Chief Public Relations Officer	$25,048	$20,361	$31,910	15
408.0	Director, Community Services	$33,226	$29,273	$38,160	23
410.0	Director, Information Office	$20,386	$17,892	$27,000	14
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$39,140	$35,393	$46,092	61
502.0	Director, Admissions	$26,000	$22,009	$36,000	24
503.0	Director, Admissions and Registrar	$31,880	$25,214	$41,466	21
504.0	Registrar	$26,316	$21,000	$33,720	34
505.0	Director, Admissions and Financial Aid	$28,491	$27,480	$32,211	8
506.0	Director, Student Financial Aid	$24,576	$19,572	$32,012	48
506.1	Associate Director, Student Financial Aid	$18,700	$13,752	$19,618	7
507.0	Director, Food Services	$16,000	$16,000	$17,685	6
512.0	Director, Student Activities	$25,000	$18,500	$27,032	10
513.0	Director, Student Placement	$24,000	$19,538	$28,500	16
514.0	Director, Student Counseling	$30,772	$24,176	$37,280	28
518.0	Director, Athletics	$27,600	$26,000	$33,520	18

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Table 51

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $5.1 - $9 MILLION

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified. **FTE-ENROLLMENT MEDIAN:** 1,700
1987/1988 BUDGET RANGE: $5,000,001 thru $9,000,000 **1987/1988 BUDGET MEDIAN:** $6,693,200 **CASES SELECTED:** 100

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$67,000	$63,009	$71,880	5
102.0	Chief Executive Officer, Single Institution	$65,000	$60,000	$68,598	90
102.1	Assistant to the President, Single Institution	$32,500	$23,929	$45,940	16
103.0	Executive Vice President	$50,448	$47,316	$54,747	13
ACADEMIC					
201.0	Chief Academic Officer	$49,010	$45,100	$53,088	90
201.1	Director, Conferences	$26,000	$21,127	$42,000	6
202.0	Chief Health Professions Officer	$32,850	$31,806	$38,397	5
203.0	Director, Library Services	$35,000	$30,830	$39,700	66
203.1	Circulation Librarian	$20,799	$18,500	$23,700	12
203.2	Acquisitions Librarian	$17,461	$17,217	$26,416	6
203.3	Technical Services Librarian	$26,913	$19,550	$30,368	23
203.4	Public Services Librarian	$25,133	$17,685	$30,000	9
203.5	Reference Librarian	$25,597	$21,328	$28,008	20
204.0	Director, Institutional Research	$34,000	$32,289	$38,900	24
205.0	Director, Educational Media Services	$28,929	$24,800	$33,230	22
206.0	Director, Learning Resources Center	$35,995	$32,004	$41,242	46
208.0	Director, Computer Center Operations/Academic	$35,830	$25,404	$41,760	15
209.0	Administrator, Grants and Contracts	$29,238	$25,000	$35,880	7
212.0	Dean, Arts and Letters	$37,872	$37,210	$39,144	5
213.0	Dean, Arts and Sciences	$40,552	$37,500	$44,500	19
214.0	Dean, Business	$38,090	$35,000	$42,500	39
216.0	Dean, Continuing Education	$39,309	$35,528	$44,126	51
219.0	Dean, Engineering	$40,010	$35,873	$48,182	8
221.0	Dean, Extension	$34,250	$30,600	$36,540	7
222.0	Dean, Fine Arts	$38,359	$27,150	$39,881	8
224.0	Dean, Health-Related Professions	$38,281	$33,900	$40,476	20
226.0	Dean, Humanities	$40,368	$36,000	$44,612	25
227.0	Dean, Instruction	$44,000	$40,358	$49,736	5
230.0	Dean, Mathematics	$39,612	$36,144	$43,084	9
233.0	Dean, Nursing	$38,086	$33,585	$43,500	19
234.0	Dean, Occupational Studies/Vocational Education/Technology	$39,690	$35,500	$46,800	40
237.0	Dean, Sciences	$39,738	$34,690	$43,492	24
238.0	Dean, Social Sciences	$40,976	$34,127	$42,960	12
240.0	Dean, Special Programs	$36,020	$32,520	$40,438	13
ADMINISTRATIVE					
301.0	Chief Business Officer	$47,000	$43,265	$50,816	90
302.0	Chief Planning Officer	$41,025	$34,000	$50,470	11
303.0	Chief Budgeting Officer	$37,222	$34,973	$39,859	9
303.1	Associate Budget Director	$24,654	$18,533	$40,008	7
306.0	Chief Personnel/Human Resources Officer	$32,500	$26,780	$34,944	24
308.0	Director, Personnel and Affirmative Action	$30,561	$24,830	$32,000	23
309.0	Director, Computer Center	$33,525	$30,000	$38,500	46
309.1	Associate Director, Computer Center	$24,033	$20,360	$29,475	6
309.3	Systems Analyst I (highest level)	$29,247	$20,670	$36,000	7
309.5	Programmer Analyst I (highest level)	$26,868	$25,000	$29,300	13
309.6	Programmer Analyst II (lowest level)	$25,265	$19,988	$30,000	7
310.0	Director, Computer Center Operations/Administrative	$33,044	$26,311	$38,076	15
312.0	Chief, Physical Plant/Facilities Management Officer	$31,900	$28,340	$38,216	67
312.1	Associate Director, Physical Plant/Facilities Management	$26,208	$23,615	$28,893	16
312.2	Manager, Landscape and Grounds	$21,200	$18,000	$28,000	14
312.3	Manager, Building and Maintenance Trades	$24,012	$23,558	$25,206	6
312.5	Manager, Custodial Services	$19,795	$14,823	$25,319	14
313.0	Comptroller	$32,460	$29,850	$35,904	32
313.1	Manager, Payroll	$17,250	$15,790	$21,972	14
314.0	Director, Accounting	$28,248	$24,880	$31,508	17
314.1	Staff Accountant (highest level)	$21,889	$20,004	$25,404	17
314.2	Staff Accountant (lowest level)	$17,750	$14,000	$19,750	5
316.0	Director, Purchasing	$26,450	$19,989	$31,041	23
317.0	Director, Bookstore	$19,294	$16,474	$23,500	48
319.0	Director, Auxiliary Services	$27,911	$25,829	$38,695	14
319.1	Manager, Mail Services	$14,280	$11,752	$22,780	7
320.0	Director, Campus Security	$22,380	$18,015	$25,305	21
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$37,293	$29,460	$45,885	23
402.0	Chief Public Relations Officer	$29,370	$24,937	$34,000	38
403.0	Chief Development and Public Relations Officer	$39,684	$35,000	$40,000	9
408.0	Director, Community Services	$32,133	$25,739	$41,100	25
409.0	Director, Publications	$19,179	$19,080	$23,348	6
409.2	Manager, Printing Services	$19,408	$18,589	$23,817	13
410.0	Director, Information Office	$22,872	$21,720	$28,699	14
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$44,547	$40,235	$47,800	92
502.0	Director, Admissions	$33,207	$29,701	$39,463	39
502.2	Assistant Director, Admissions	$19,606	$17,808	$23,579	6
503.0	Director, Admissions and Registrar	$35,147	$32,104	$42,238	29
504.0	Registrar	$31,751	$27,252	$37,374	43
504.2	Assistant Registrar	$17,828	$17,101	$23,427	6
505.0	Director, Admissions and Financial Aid	$30,000	$26,200	$34,620	8
506.0	Director, Student Financial Aid	$29,616	$24,180	$34,980	81
506.1	Associate Director, Student Financial Aid	$21,525	$16,608	$26,874	12
507.0	Director, Food Services	$22,887	$17,970	$26,000	17
508.0	Director, Student Housing	$28,872	$21,360	$33,120	11
511.0	Director, Student Union	$25,000	$22,889	$35,663	5
512.0	Director, Student Activities	$24,787	$20,521	$33,384	41
513.0	Director, Student Placement	$26,980	$24,156	$29,351	34
514.0	Director, Student Counseling	$34,240	$29,578	$37,837	44
514.1	Associate Director, Student Counseling	$26,190	$24,694	$29,224	5
516.0	Director, Student Health Services (Nurse Administrator)	$23,459	$19,914	$25,055	13

Table 51

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $5.1 - $9 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
518.0	Director, Athletics	$37,905	$34,091	$40,000	37
522.0	Director, Campus Recreation/Intramurals	$19,234	$19,234	$22,108	5

Table 52

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $9.1 - $18 MILLION

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Public Instit **FTE-ENROLLMENT RANGE:** Not specified **FTE-ENROLLMENT MEDIAN:** 3,106
1987/1988 BUDGET RANGE: $9,000,001 thru $18,000,000 **1987/1988 BUDGET MEDIAN:** $11,974,331 **CASES SELECTED:** 107

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$65,000	$60,644	$66,000	13
101.1	Assistant to the President, System	$39,550	$26,611	$45,000	8
102.0	Chief Executive Officer, Single Institution	$69,596	$65,500	$73,775	89
102.1	Assistant to the President, Single Institution	$42,007	$33,290	$46,651	34
103.0	Executive Vice President	$57,000	$53,742	$62,818	17
ACADEMIC					
201.0	Chief Academic Officer	$53,081	$49,400	$57,586	93
201.1	Director, Conferences	$32,420	$28,133	$38,298	5
202.0	Chief Health Professions Officer	$40,760	$35,086	$45,315	5
203.0	Director, Library Services	$38,058	$33,516	$42,507	53
203.1	Circulation Librarian	$27,528	$20,690	$29,517	9
203.2	Acquisitions Librarian	$23,572	$22,032	$28,009	12
203.3	Technical Services Librarian	$28,325	$24,767	$34,572	29
203.4	Public Services Librarian	$30,025	$27,198	$35,210	20
203.5	Reference Librarian	$26,081	$24,105	$29,743	26
204.0	Director, Institutional Research	$36,919	$29,920	$42,630	36
205.0	Director, Educational Media Services	$32,727	$29,151	$37,788	29
206.0	Director, Learning Resources Center	$41,757	$35,682	$46,341	55
208.0	Director, Computer Center Operations/Academic	$38,602	$30,349	$45,496	11
209.0	Administrator, Grants and Contracts	$36,000	$31,460	$45,725	23
212.0	Dean, Arts and Letters	$44,760	$39,078	$47,219	16
213.0	Dean, Arts and Sciences	$45,747	$42,632	$53,000	20
214.0	Dean, Business	$46,357	$38,307	$49,275	49
215.0	Dean, Communications	$35,222	$34,441	$44,671	9
216.0	Dean, Continuing Education	$42,984	$37,242	$48,427	61
219.0	Dean, Engineering	$44,660	$32,005	$50,861	11
221.0	Dean, Extension	$34,213	$32,000	$43,030	10
222.0	Dean, Fine Arts	$40,031	$34,383	$50,775	11
224.0	Dean, Health-Related Professions	$43,203	$38,500	$48,204	32
226.0	Dean, Humanities	$44,201	$38,315	$51,642	25
227.0	Dean, Instruction	$45,469	$42,961	$49,974	12
230.0	Dean, Mathematics	$42,760	$39,520	$46,210	17
233.0	Dean, Nursing	$39,390	$37,404	$46,210	22
234.0	Dean, Occupational Studies/Vocational Education Technology	$44,261	$39,692	$51,451	54
237.0	Dean, Sciences	$46,784	$41,804	$51,511	27
238.0	Dean, Social Sciences	$44,638	$40,263	$50,889	34
240.0	Dean, Special Programs	$36,963	$36,125	$45,760	13
ADMINISTRATIVE					
301.0	Chief Business Officer	$51,254	$46,560	$55,692	97
301.2	Director, Telecommunications	$31,808	$26,700	$35,956	8
302.0	Chief Planning Officer	$40,705	$37,800	$56,005	15
303.0	Chief Budgeting Officer	$38,100	$32,877	$46,000	20
303.1	Associate Budget Director	$30,000	$26,000	$30,646	5
306.0	Chief Personnel/Human Resources Officer	$38,093	$34,613	$43,300	44
306.1	Associate Director, Personnel/Human Resources	$32,940	$21,447	$35,313	6
306.2	Manager, Benefits	$24,793	$20,468	$25,200	6
307.0	Director, Affirmative Action/Equal Employment	$35,880	$24,224	$41,749	11
308.0	Director, Personnel and Affirmative Action	$38,525	$33,996	$43,150	29
309.0	Director, Computer Center	$40,558	$37,100	$46,497	54
309.1	Associate Director, Computer Center	$32,950	$29,200	$36,505	7
309.2	Data Base Administrator	$28,431	$26,600	$35,102	6
309.3	Systems Analyst I (highest level)	$30,240	$27,212	$34,499	18
309.4	Systems Analyst II (lowest level)	$26,500	$22,340	$31,965	7
309.5	Programmer Analyst I (highest level)	$28,260	$24,176	$30,975	29
309.6	Programmer Analyst II (lowest level)	$23,019	$20,549	$24,807	21
310.0	Director, Computer Center Operations/Administrative	$39,500	$29,500	$43,476	12
311.0	Director, Information Systems	$44,292	$38,416	$47,348	12
312.0	Chief, Physical Plant/Facilities Management Officer	$37,933	$33,215	$42,600	81
312.1	Associate Director, Physical Plant/Facilities Management	$30,888	$25,400	$37,497	18
312.2	Manager, Landscape and Grounds	$25,091	$22,602	$28,693	23
312.3	Manager, Building and Maintenance Trades	$27,551	$24,347	$31,027	23
312.4	Manager, Technical Trades	$25,177	$21,404	$31,112	6
312.5	Manager, Custodial Services	$24,148	$21,207	$27,820	28
312.6	Manager, Power Plant	$28,148	$26,724	$33,409	6
313.0	Comptroller	$39,043	$35,275	$42,975	46
313.1	Manager, Payroll	$23,494	$20,923	$26,061	21
314.0	Director, Accounting	$35,280	$26,052	$37,728	25
314.1	Staff Accountant (highest level)	$25,000	$22,599	$29,449	30
314.2	Staff Accountant (lowest level)	$21,106	$20,362	$23,390	14
315.0	Bursar	$32,960	$22,725	$38,965	9
316.0	Director, Purchasing	$28,704	$25,776	$32,520	41
317.0	Director, Bookstore	$26,618	$21,523	$30,937	59
317.1	Associate Director, Bookstore	$20,827	$17,844	$24,003	11
318.0	Director, Internal Audit	$31,000	$29,172	$31,000	5
319.0	Director, Auxiliary Services	$33,825	$30,660	$34,716	21
319.1	Manager, Mail Services	$17,817	$16,841	$21,672	8
320.0	Director, Campus Security	$27,360	$20,900	$31,476	51
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$44,419	$35,559	$49,000	28
401.2	Director, Corporate/Foundation Relations	$32,400	$30,000	$40,600	6
402.0	Chief Public Relations Officer	$34,213	$29,100	$38,304	44
403.0	Chief Development and Public Relations Officer	$38,681	$33,758	$43,597	11
404.0	Director, Alumni Affairs	$26,608	$20,000	$28,464	8
405.0	Director, Development and Alumni Affairs	$35,560	$35,344	$36,057	5
408.0	Director, Community Services	$41,004	$32,200	$47,372	37
409.0	Director, Publications	$27,408	$25,900	$31,107	14
409.2	Manager, Printing Services	$21,456	$18,818	$24,446	19
410.0	Director, Information Office	$30,247	$25,051	$36,444	29

Table 52

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $9.1 - $18 MILLION (continued)

POS	TITLE	MED	Q1	Q3	N
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$49,800	$45,000	$54,560	93
502.0	Director, Admissions	$34,861	$31,500	$40,566	41
502.1	Associate Director, Admissions	$25,750	$25,000	$29,804	10
502.2	Assistant Director, Admissions	$26,336	$23,489	$34,427	15
503.0	Director, Admissions and Registrar	$40,210	$33,966	$45,253	40
504.0	Registrar	$35,172	$30,390	$41,605	54
504.1	Associate Registrar	$26,609	$25,003	$29,283	6
504.2	Assistant Registrar	$25,051	$22,225	$28,918	13
506.0	Director, Student Financial Aid	$35,586	$30,645	$39,996	86
506.1	Associate Director, Student Financial Aid	$25,464	$21,815	$30,729	25
507.0	Director, Food Services	$28,198	$22,871	$33,640	14
508.0	Director, Student Housing	$26,124	$23,200	$31,946	7
510.0	Director, Foreign Students	$32,547	$23,920	$36,102	5
511.0	Director, Student Union	$36,121	$22,863	$36,874	6
512.0	Director, Student Activities	$30,500	$26,418	$37,494	54
513.0	Director, Student Placement	$30,806	$27,025	$35,456	49
514.0	Director, Student Counseling	$38,852	$35,000	$43,203	64
516.0	Director, Student Health Services (Nurse Administrator)	$25,032	$21,053	$30,916	26
518.0	Director, Athletics	$39,876	$31,363	$46,119	38
522.0	Director, Campus Recreation/Intramurals	$24,516	$19,729	$33,600	11

Table 53

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $18.1 MILLION OR MORE

CLASSIFICATION: 2-Yr College SOURCE OF SUPPORT: Public Instit FTE-ENROLLMENT RANGE: Not specified FTE-ENROLLMENT MEDIAN: 7,700
1987/1988 BUDGET RANGE: $18,000,001 thru max budget 1987/1988 BUDGET MEDIAN: $30,776,626 CASES SELECTED: 92.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
101.0	Chief Executive Officer, System	$83,475	$75,000	$91,000	32
101.1	Assistant to the President, System	$44,331	$32,353	$54,599	14
102.0	Chief Executive Officer, Single Institution	$77,316	$71,000	$85,164	58
102.1	Assistant to the President, Single Institution	$44,051	$35,230	$55,700	23
103.0	Executive Vice President	$62,808	$56,201	$68,900	20
ACADEMIC					
201.0	Chief Academic Officer	$61,906	$57,000	$67,182	85
201.1	Director, Conferences	$27,991	$27,320	$37,852	6
202.0	Chief Health Professions Officer	$54,432	$52,705	$58,432	8
203.0	Director, Library Services	$47,240	$41,436	$52,500	46
203.1	Circulation Librarian	$34,460	$25,770	$40,699	16
203.2	Acquisitions Librarian	$32,975	$28,750	$42,127	17
203.3	Technical Services Librarian	$31,110	$26,242	$37,925	27
203.4	Public Services Librarian	$29,756	$25,929	$38,139	15
203.5	Reference Librarian	$30,915	$26,710	$37,814	24
204.0	Director, Institutional Research	$41,340	$37,125	$49,924	61
204.1	Associate Director, Institutional Research	$36,966	$32,956	$40,558	14
205.0	Director, Educational Media Services	$38,317	$30,785	$44,466	36
206.0	Director, Learning Resources Center	$46,710	$42,744	$51,380	42
207.0	Director, International Studies Education	$36,199	$29,728	$43,885	8
208.0	Director, Computer Center Operations/Academic	$41,244	$37,480	$49,743	24
209.0	Administrator, Grants and Contracts	$37,557	$31,799	$48,000	39
211.0	Dean, Agriculture	$49,870	$43,560	$50,500	5
212.0	Dean, Arts and Letters	$53,765	$43,921	$58,214	7
213.0	Dean, Arts and Sciences	$52,345	$46,938	$58,850	22
214.0	Dean, Business	$50,000	$44,755	$55,367	50
215.0	Dean, Communications	$48,580	$45,000	$49,591	12
216.0	Dean, Continuing Education	$51,117	$43,100	$56,020	44
219.0	Dean, Engineering	$51,728	$48,003	$54,207	17
221.0	Dean, Extension	$44,899	$41,616	$50,817	10
222.0	Dean, Fine Arts	$47,745	$45,000	$53,300	14
224.0	Dean, Health-Related Professions	$50,720	$46,585	$55,317	36
226.0	Dean, Humanities	$48,450	$44,648	$55,762	26
227.0	Dean, Instruction	$54,919	$48,944	$57,667	18
229.0	Dean, Library and Information Sciences	$52,619	$50,925	$58,968	5
230.0	Dean, Mathematics	$46,300	$42,899	$55,162	24
233.0	Dean, Nursing	$44,025	$40,718	$53,586	18
234.0	Dean, Occupational Studies/Vocational Education/Technology	$50,748	$47,258	$54,600	47
237.0	Dean, Sciences	$46,785	$43,441	$52,247	26
238.0	Dean, Social Sciences	$50,326	$43,441	$56,333	31
240.0	Dean, Special Programs	$46,900	$44,026	$50,462	19
ADMINISTRATIVE					
301.0	Chief Business Officer	$59,486	$55,000	$67,182	86
301.2	Director, Telecommunications	$40,507	$26,702	$56,757	14
302.0	Chief Planning Officer	$58,871	$54,000	$63,060	25
303.0	Chief Budgeting Officer	$47,438	$39,618	$57,500	35
303.1	Associate Budget Director	$35,225	$27,913	$43,001	16
305.0	General Counsel	$54,244	$51,720	$60,576	10
306.0	Chief Personnel/Human Resources Officer	$52,776	$44,840	$58,680	63
306.1	Associate Director, Personnel/Human Resources	$39,520	$28,840	$47,895	32
306.2	Manager, Benefits	$29,152	$22,800	$31,238	22
306.3	Manager, Training and Development	$38,111	$33,424	$41,854	12
306.6	Manager, Employment	$27,560	$22,700	$30,153	17
306.7	Manager, Wage and Salary/Manages Compensation	$35,046	$27,069	$49,176	11
306.8	Manager, Personnel Information Systems	$25,631	$24,093	$36,965	11
307.0	Director, Affirmative Action/Equal Employment	$44,087	$37,435	$46,211	21
308.0	Director, Personnel and Affirmative Action	$45,793	$39,133	$51,491	22
309.0	Director, Computer Center	$52,042	$45,178	$57,892	47
309.1	Associate Director, Computer Center	$46,450	$37,370	$49,437	14
309.2	Data Base Administrator	$39,067	$33,600	$41,126	20
309.3	Systems Analyst I (highest level)	$33,500	$31,030	$37,797	30
309.4	Systems Analyst II (lowest level)	$27,456	$25,395	$36,800	8
309.5	Programmer Analyst I (highest level)	$29,942	$26,291	$35,593	44
309.6	Programmer Analyst II (lowest level)	$25,194	$21,467	$29,405	42
310.0	Director, Computer Center Operations/Administrative	$44,500	$35,412	$51,540	19
310.1	Associate Director, Computer Center Operations/Administrative	$38,931	$31,579	$40,627	7
311.0	Director, Information Systems	$48,710	$40,302	$53,154	28
312.0	Chief, Physical Plant/Facilities Management Office	$46,125	$41,499	$51,040	78
312.1	Associate Director, Physical Plant/Facilities Management	$35,387	$32,304	$38,815	35
312.2	Manager, Landscape and Grounds	$25,476	$24,200	$32,893	25
312.3	Manager, Building and Maintenance Trades	$29,945	$26,288	$33,430	26
312.4	Manager, Technical Trades	$32,542	$25,032	$37,688	8
312.5	Manager, Custodial Services	$27,576	$23,625	$31,770	27
312.6	Manager, Power Plant	$27,488	$25,915	$30,500	8
313.0	Comptroller	$47,925	$42,425	$52,000	57
313.1	Manager, Payroll	$26,288	$23,148	$34,776	34
314.0	Director, Accounting	$39,067	$33,488	$45,000	43
314.1	Staff Accountant (highest level)	$29,223	$24,912	$31,237	30
314.2	Staff Accountant (lowest level)	$23,452	$20,410	$25,440	24
315.0	Bursar	$32,886	$26,395	$39,078	22
316.0	Director, Purchasing	$38,302	$31,925	$44,901	63
316.1	Associate Director, Purchasing	$27,497	$24,471	$32,801	16
317.0	Director, Bookstore	$30,312	$28,044	$35,928	41
317.1	Associate Director, Bookstore	$25,700	$19,215	$32,489	12
318.0	Director, Internal Audit	$35,584	$29,880	$44,078	26
319.0	Director, Auxiliary Services	$41,632	$37,275	$48,170	26
319.1	Manager, Mail Services	$21,370	$17,862	$25,189	12
320.0	Director, Campus Security	$32,105	$28,000	$40,487	58
321.0	Director, Risk Management and Insurance	$37,176	$26,908	$49,187	7

Table 53

PUBLIC 2-YEAR COLLEGES WITH BUDGETS OF $18.1 MILLION OR MORE (continued)

POS	TITLE	MED	Q1	Q3	N
	EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$49,065	$39,304	$54,487	34
401.1	Director, Annual Giving	$34,288	$22,000	$38,033	8
401.2	Director, Corporate/Foundation Relations	$39,140	$36,136	$45,209	7
401.3	Coordinator, Resource Development	$37,527	$33,353	$48,312	6
402.0	Chief Public Relations Officer	$43,059	$35,736	$49,187	56
402.1	Director, Governmental/Legislative Relations	$53,675	$49,414	$54,664	5
403.0	Chief Development and Public Relations Officer	$55,515	$43,000	$57,772	9
404.0	Director, Alumni Affairs	$26,184	$23,320	$31,678	14
405.0	Director, Development and Alumni Affairs	$36,040	$34,613	$40,000	6
408.0	Director, Community Services	$44,900	$35,485	$56,445	35
409.0	Director, Publications	$30,692	$27,236	$33,563	19
409.1	Associate Director, Publications	$24,500	$23,733	$29,793	5
409.2	Manager, Printing Services	$30,615	$27,300	$35,144	27
410.0	Director, Information Office	$35,000	$30,264	$44,162	26
411.0	Director, News Bureau	$27,042	$26,709	$31,123	5
	STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$58,240	$51,184	$62,500	68
502.0	Director, Admissions	$43,240	$34,593	$47,997	51
502.1	Associate Director, Admissions	$31,876	$25,420	$39,761	14
502.2	Assistant Director, Admissions	$28,655	$27,488	$31,008	11
503.0	Director, Admissions and Registrar	$47,635	$43,244	$53,331	28
504.0	Registrar	$41,833	$35,533	$48,820	50
504.1	Associate Registrar	$36,800	$27,000	$41,322	17
504.2	Assistant Registrar	$31,437	$26,364	$33,801	17
505.0	Director, Admissions and Financial Aid	$48,998	$38,980	$50,734	5
506.0	Director, Student Financial Aid	$39,466	$32,534	$45,516	70
506.1	Associate Director, Student Financial Aid	$30,131	$25,925	$34,999	23
507.0	Director, Food Services	$33,085	$29,100	$36,750	16
507.1	Associate Director, Food Services	$31,680	$29,091	$32,635	5
508.0	Director, Student Housing	$27,779	$23,688	$32,550	9
512.0	Director, Student Activities	$40,416	$30,902	$48,445	61
513.0	Director, Student Placement	$35,076	$31,405	$38,515	46
514.0	Director, Student Counseling	$45,717	$39,916	$49,767	57
514.1	Associate Director, Student Counseling	$31,131	$31,374	$38,278	6
516.0	Director, Student Health Services (Nurse Administrator)	$31,792	$25,879	$42,834	27
518.0	Director, Athletics	$47,876	$40,508	$51,511	49
522.0	Director, Campus Recreation/Intramurals	$26,755	$22,277	$37,209	7

Table 54

PRIVATE 2-YEAR COLLEGES WITH BUDGETS OF $2 MILLION OR LESS

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 335 **1987/1988 BUDGET RANGE:** Zero thru $2,000,000 **1987/1988 BUDGET MEDIAN:** $1,387,822 **CASES SELECTED:** 13.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$35,000	$27,600	$44,450	12
ACADEMIC					
201.0	Chief Academic Officer	$25,000	$23,760	$32,045	11
203.0	Director, Library Services	$20,674	$16,860	$22,110	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$23,920	$19,478	$28,000	8
313.0	Comptroller	$20,534	$19,500	$22,488	5
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$19,478	$18,000	$24,000	5
402.0	Chief Public Relations Officer	$17,490	$15,000	$18,500	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$22,440	$22,055	$23,920	7
502.0	Director, Admissions	$18,609	$16,320	$25,600	8
504.0	Registrar	$13,000	$14,560	$19,228	7
506.0	Director, Student Financial Aid	$17,334	$16,910	$18,500	8

Table 55

PRIVATE 2-YEAR COLLEGES WITH BUDGETS OF $2.1 - $3 MILLION

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 280 **1987/1988 BUDGET RANGE:** $2,000,001 thru $3,000,000 **1987/1988 BUDGET MEDIAN:** $2,500,000 **CASES SELECTED:** 8.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$48,000	$38,000	$50,100	8
ACADEMIC					
201.0	Chief Academic Officer	$29,844	$27,000	$33,000	8
203.0	Director, Library Services	$22,000	$20,700	$26,400	7
ADMINISTRATIVE					
301.0	Chief Business Officer	$29,160	$27,175	$31,600	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$23,500	$20,400	$24,180	7
502.0	Director, Admissions	$27,804	$21,000	$32,340	7

Table 56

PRIVATE 2-YEAR COLLEGES WITH BUDGETS OF $3.1 - $5 MILLION

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 495 **1987/1988 BUDGET RANGE:** $3,000,001 thru $5,000,000 **1987/1988 BUDGET MEDIAN:** $4,055,834
CASES SELECTED: 11.

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$61,750	$56,000	$78,000	10
ACADEMIC					
201.0	Chief Academic Officer	$40,000	$34,800	$46,750	11
203.0	Director, Library Services	$21,000	$18,600	$30,126	10
ADMINISTRATIVE					
301.0	Chief Business Officer	$39,080	$31,000	$46,350	9
317.0	Director, Bookstore	$17,300	$11,450	$19,200	6
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$31,450	$26,000	$39,900	7
404.0	Director, Alumni Affairs	$18,200	$17,000	$23,000	8
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$32,200	$25,200	$34,400	9
502.0	Director, Admissions	$28,000	$25,000	$35,000	8
502.2	Assistant Director, Admissions	$18,840	$18,500	$20,365	6
504.0	Registrar	$24,000	$20,500	$28,700	10
506.0	Director, Student Financial Aid	$20,000	$18,000	$28,180	10
512.0	Director, Student Activities	$18,400	$16,800	$18,725	5
514.0	Director, Student Counseling	$24,800	$20,187	$27,000	8
516.0	Director, Student Health Services (Nurse Administrator)	$15,550	$14,445	$16,000	5
518.0	Director, Athletics	$24,542	$22,500	$30,000	6

Table 57

PRIVATE 2-YEAR COLLEGES WITH BUDGETS OF $5.1 MILLION OR MORE

CLASSIFICATION: 2-Yr College **SOURCE OF SUPPORT:** Private Religious, Private Independent **FTE-ENROLLMENT RANGE:** Not specified.
FTE-ENROLLMENT MEDIAN: 798 **1987/1988 BUDGET RANGE:** $5,000,001 thru max budget **1987/1988 BUDGET MEDIAN:** $5,488,600
CASES SELECTED: 12

POS	TITLE	MED	Q1	Q3	N
EXECUTIVE					
102.0	Chief Executive Officer, Single Institution	$65,000	$57,750	$75,075	12
102.1	Assistant to the President, Single Institution	$26,400	$24,000	$26,966	5
ACADEMIC					
201.0	Chief Academic Officer	$44,000	$42,000	$49,061	12
203.0	Director, Library Services	$27,930	$24,157	$30,864	11
206.0	Director, Learning Resources Center	$24,196	$22,000	$33,189	6
208.0	Director, Computer Center Operations/Academic	$22,575	$19,500	$29,526	5
216.0	Dean, Continuing Education	$31,100	$30,200	$40,039	6
ADMINISTRATIVE					
301.0	Chief Business Officer	$40,767	$34,850	$50,794	10
312.0	Chief, Physical Plant/Facilities Management Officer	$32,000	$25,000	$33,323	9
313.0	Comptroller	$33,000	$27,038	$37,665	6
316.0	Director, Purchasing	$24,000	$22,315	$28,137	6
317.0	Director, Bookstore	$17,056	$15,322	$19,870	8
320.0	Director, Campus Security	$22,400	$16,500	$23,320	7
EXTERNAL AFFAIRS					
401.0	Chief Development Officer	$45,400	$33,075	$51,000	7
402.0	Chief Public Relations Officer	$21,988	$18,450	$24,500	5
404.0	Director, Alumni Affairs	$22,386	$17,918	$23,940	5
STUDENT SERVICES					
501.0	Chief Student Affairs Officer	$33,948	$29,761	$42,000	11
502.0	Director, Admissions	$31,876	$27,575	$38,000	10
502.1	Associate Director, Admissions	$22,500	$21,000	$26,549	7
502.2	Assistant Director, Admissions	$18,600	$16,607	$20,000	9
504.0	Registrar	$24,380	$22,680	$27,837	10
506.0	Director, Student Financial Aid	$23,370	$20,685	$30,000	9
506.1	Associate Director, Student Financial Aid	$20,500	$20,000	$21,000	5
508.0	Director, Student Housing	$20,000	$19,800	$24,380	7
512.0	Director, Student Activities	$18,020	$17,208	$22,050	8
514.0	Director, Student Counseling	$22,707	$18,500	$27,500	10
516.0	Director, Student Health Services (Nurse Administrator)	$18,752	$14,400	$23,000	7
518.0	Director, Athletics	$30,100	$26,506	$35,652	7

Table 58

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE
ALL INSTITUTIONS WITH BUDGETS BELOW MEDIAN OF $12,969,434

POS	TITLE	INSIDE HIRE YRS	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE YRS	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
EXECUTIVE									
101.0	Chief Executive Officer, System	4	$66,000	1.5%	9	4	$65,000		12
102.0	Chief Executive Officer, Single Institution	5	$59,963		203	4	$65,240	8.8%	515
102.1	Assistant to the President, Single Institution	4	$33,500	8.2%	125	3	$30,975		87
103.0	Executive Vice President	5	$50,000		67	3	$50,839	1.7%	43
ACADEMIC									
201.0	Chief Academic Officer	4	$45,070		365	3	$49,078	8.9%	320
201.1	Director, Conferences	3	$26,000	4.0%	21	1	$25,000		19
202.0	Chief Health Professions Officer	1	$38,397	22.9%	6	3	$31,250		12
203.0	Director, Library Services	6	$25,100		195	7	$30,847	9.8%	379
203.1	Circulation Librarian	6	$18,700		43	3	$19,014	1.7%	87
203.2	Acquisitions Librarian	4	$19,200		37	7	$21,504	12.0%	82
203.3	Technical Services Librarian	6	$22,706	5.6%	58	4	$21,500		164
203.4	Public Services Librarian	3	$21,804		24	4	$22,600	3.7%	83
203.5	Reference Librarian	6	$19,885		46	3	$21,500	8.1%	175
204.0	Director, Institutional Research	5	$31,871		72	3	$33,479	5.0%	63
205.0	Director, Educational Media Services	6	$24,223	5.9%	62	5	$22,875		113
206.0	Director, Learning Resources Center	4	$31,000	4.9%	91	5	$29,557		141
207.0	Director, International Studies Education	3	$26,800		14	3	$27,500	2.6%	10
208.0	Director, Computer Center Operations/Academic	4	$31,572	13.5%	64	3	$27,825		78
208.1	Associate Director, Computer Center Operations/Academic	3	$24,000	11.6%	11	3	$21,500		17
209.0	Administrator, Grants and Contracts	3	$34,358	22.7%	35	2	$28,000		39
211.0	Dean, Agriculture	5	$36,000		5	3	$45,320	25.9%	5
212.0	Dean, Arts and Letters	4	$39,100		31	3	$39,144	0.1%	5
213.0	Dean, Arts and Sciences	4	$41,293	4.2%	73	5	$39,631		21
214.0	Dean, Business	3	$39,910	1.1%	109	2	$39,474		80
215.0	Dean, Communications	4	$34,170	9.2%	22	2	$31,300		7
216.0	Dean, Continuing Education	3	$37,740	3.7%	126	4	$36,400		97
218.0	Dean, Education	5	$38,604	16.4%	53	3	$33,156		34
219.0	Dean, Engineering	3	$40,250		23	1	$40,638	1.0%	17
221.0	Dean, Extension	3	$34,250	3.6%	14	3	$35,050		12
222.0	Dean, Fine Arts	5	$34,360		35	8	$39,135	13.9%	18
223.0	Dean, Graduate Programs	2	$35,200	0.6%	24	2	$35,000		17
224.0	Dean, Health-Related Professions	3	$38,260	3.4%	36	5	$37,000		29
226.0	Dean, Humanities	4	$36,437		78	5	$37,305	2.4%	23
227.0	Dean, Instruction	2	$44,000		15	2	$47,990	9.1%	10
229.0	Dean, Library and Information Sciences	2	$47,011	35.9%	5	3	$34,650		5
230.0	Dean, Mathematics	7	$35,986	4.3%	32	5	$32,600		10
232.0	Dean, Music	5	$26,300		5	2	$29,000	10.3%	11
233.0	Dean, Nursing	3	$35,750		38	5	$38,314	7.2%	52
234.0	Dean, Occupational Studies/Vocational Education/Technology	4	$38,480		62	3	$40,904	6.3%	48
237.0	Dean, Sciences	5	$37,435	13.4%	82	10	$33,000		24
238.0	Dean, Social Sciences	5	$34,950		70	10	$42,400	21.3%	19
240.0	Dean, Special Programs	2	$35,300	12.1%	29	2	$31,501		19
241.0	Dean, Undergraduate Programs	1	$41,665	24.4%	14	1	$33,504		10
ADMINISTRATIVE									
301.0	Chief Business Officer	6	$44,000		270	5	$44,260	0.6%	413
301.2	Director, Telecommunications	3	$26,000		14	2	$30,900	18.8%	13
302.0	Chief Planning Officer	3	$40,705	13.8%	39	2	$35,867		21
303.0	Chief Budgeting Officer	6	$37,200		28	3	$37,440	0.6%	29
303.1	Associate Budget Director	3	$24,615		12	4	$28,212	14.5%	11
304.0	Chief Planning and Budget Officer	5	$32,635		7	3	$38,300	17.4%	13
306.0	Chief Personnel/Human Resources Officer	4	$27,500		77	3	$31,000	12.7%	98
306.1	Associate Director, Personnel/Human Resources	3	$19,703		16	1	$21,201	7.6%	8
306.2	Manager, Benefits	3	$21,300	24.8%	15	2	$18,666		14
306.7	Manager, Wage and Salary/Manager, Compensation	1	$23,647	28.3%	5	2	$18,427		5
307.0	Director, Affirmative Action/Equal Employment	2	$31,891		16	2	$32,730	2.6%	13
308.0	Director, Personnel and Affirmative Action	4	$24,000		57	4	$30,561	27.3%	51
309.0	Director, Computer Center	5	$31,261		143	4	$31,914	2.1%	185
309.1	Associate Director, Computer Center	2	$24,033	11.1%	26	4	$21,630		29
309.2	Data Base Administrator	3	$25,586	7.0%	15	2	$23,880		8
309.3	Systems Analyst I (highest level)	3	$25,207		23	2	$27,040	7.3%	34
309.4	Systems Analyst II (lowest level)	6	$18,857		8	2	$20,536	8.9%	18
309.5	Programmer Analyst I (highest level)	3	$23,720	9.2%	28	3	$22,548		65
309.6	Programmer Analyst II (lowest level)	2	$21,903	4.5%	18	1	$20,000		52
310.0	Director, Computer Center Operations/Administrative	3	$27,333		43	4	$27,567	0.8%	51
310.1	Associate Director, Computer Center Operations/Administrative	2	$22,000	3.0%	12	1	$21,360		14
311.0	Director, Information Systems	4	$28,932		24	4	$34,569	19.5%	24
312.0	Chief, Physical Plant/Facilities Management Officer	5	$29,000		184	5	$31,261	7.8%	322
312.1	Associate Director, Physical Plant/Facilities Management	5	$24,131		59	5	$24,800	2.8%	72
312.2	Manager, Landscape and Grounds	3	$19,647		43	4	$21,000	6.9%	75
312.3	Manager, Building and Maintenance Trades	3	$24,342	4.0%	52	7	$23,400		46
312.4	Manager, Technical Trades	4	$23,927	8.5%	11	5	$22,048		17
312.5	Manager, Custodial Services	6	$19,247		85	3	$20,000	3.9%	81
312.6	Manager, Power Plant	1	$20,842		10	6	$21,421	2.8%	12
313.0	Comptroller	5	$30,300		118	3	$32,300	6.6%	181
313.1	Manager, Payroll	5	$18,666		83	4	$19,110	2.4%	48
314.0	Director, Accounting	5	$23,800		75	4	$25,500	7.1%	104
314.1	Staff Accountant (highest level)	3	$20,000		55	2	$21,112	5.6%	103
314.2	Staff Accountant (lowest level)	2	$17,290	8.1%	30	2	$16,000		72
315.0	Bursar	5	$20,500		54	4	$21,022	2.5%	29
315.1	Associate Bursar	5	$18,500	15.5%	7	1	$16,022		5
316.0	Director, Purchasing	5	$23,000		114	6	$25,198	9.6%	74
316.1	Associate Director, Purchasing	2	$19,369	1.6%	14	2	$19,071		7
317.0	Director, Bookstore	6	$18,165		191	6	$19,110	5.2%	204
317.1	Associate Director, Bookstore	2	$14,182		19	5	$15,697	10.7%	21
318.0	Director, Internal Audit	3	$20,784		5		$31,000	49.2%	6
319.0	Director, Auxiliary Services	3	$29,643	9.7%	40	4	$27,030		29
319.1	Manager, Mail Services	5	$14,756	9.3%	60	5	$13,500		58
320.0	Director, Campus Security	4	$20,000		95	6	$21,200	6.0%	135

Table 58

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE

ALL INSTITUTIONS WITH BUDGETS BELOW MEDIAN OF $12,969,434 (continued)

POS	TITLE	INSIDE HIRE YRS	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE YRS	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	3	$38,000		142	2	$41,189	8.4%	242
401.1	Director, Annual Giving	2	$26,000	2.0%	39	1	$25,500		87
401.2	Director, Corporate/Foundation Relations	2	$32,415	15.8%	16	1	$28,000		39
401.3	Coordinator, Resource Development	2	$21,308		16	1	$22,500	5.6%	27
401.4	Director, Estate Planning	4	$36,000	20.0%	6	2	$30,000		32
402.0	Chief Public Relations Officer	2	$27,536	5.9%	89	2	$26,000		214
403.0	Chief Development and Public Relations Officer	5	$35,060		21	3	$36,050	2.8%	39
404.0	Director, Alumni Affairs	3	$22,346		113	2	$22,625	1.2%	155
405.0	Director, Development and Alumni Affairs	3	$32,823	11.5%	26	2	$29,427		26
406.0	Director, Special and Deferred Gifts	2	$27,250		20	3	$27,660	1.5%	39
407.0	Director, Church Relations	1	$25,000	4.2%	14	2	$24,000		48
408.0	Director, Community Services	3	$35,267	17.0%	43	4	$30,155		50
409.0	Director, Publications	2	$23,600	7.3%	28	2	$22,000		69
409.1	Associate Director, Publications	2	$19,376	7.6%	9	1	$18,000		24
409.2	Manager, Printing Services	6	$18,400		40	6	$19,336	5.1%	59
410.0	Director, Information Office	2	$26,325	12.4%	28	2	$23,430		109
411.0	Director, News Bureau	5	$23,700	25.4%	10	2	$17,500		29
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	4	$38,674	1.6%	322	5	$38,062		325
502.0	Director, Admissions	3	$29,400		204	2	$30,638	4.2%	252
502.1	Associate Director, Admissions	2	$20,400		73	2	$21,840	7.1%	82
502.2	Assistant Director, Admissions	2	$18,720	0.6%	78	1	$18,600		107
503.0	Director, Admissions and Registrar	5	$35,733	5.5%	65	5	$33,860		53
504.0	Registrar	7	$26,000		290	5	$27,475	5.7%	238
504.1	Associate Registrar	4	$19,760	0.5%	33	3	$19,668		14
504.2	Assistant Registrar	2	$17,465	7.0%	63	2	$16,320		48
505.0	Director, Admissions and Financial Aid	3	$32,500		29	3	$34,500	6.2%	44
506.0	Director, Student Financial Aid	5	$24,505		281	4	$26,090	6.5%	299
506.1	Associate Director, Student Financial Aid	3	$18,750		72	2	$19,055	1.6%	76
507.0	Director, Food Services	6	$26,000	4.0%	31	4	$25,000		99
507.1	Associate Director, Food Services	3	$16,640		16	2	$17,787	6.9%	19
508.0	Director, Student Housing	2	$21,600	7.2%	53	2	$20,140		142
508.1	Associate Director, Student Housing	2	$18,508	8.9%	9	1	$17,000		23
508.3	Housing Officer/Residence Life	2	$17,150	0.9%	20	1	$17,000		44
510.0	Director, Foreign Students	3	$22,000		21	2	$23,400	6.4%	23
511.0	Director, Student Union	2	$22,863	9.9%	18	3	$20,795		37
512.0	Director, Student Activities	3	$23,000	9.5%	92	2	$21,000		185
513.0	Director, Student Placement	3	$25,350	5.6%	134	3	$24,000		189
514.0	Director, Student Counseling	4	$30,600	20.5%	132	3	$25,000		192
514.1	Associate Director, Student Counseling	1	$22,500	12.5%	12	3	$20,000		28
515.0	Director, Student Health Services (Physician Administrator)	9	$26,284	19.5%	5	4	$21,996		25
516.0	Director, Student Health Services (Nurse Administrator)	5	$21,045	18.2%	39	4	$17,800		146
517.0	Chaplain	3	$24,626	9.4%	20	3	$22,500		131
518.0	Director, Athletics	5	$32,460	10.2%	158	4	$29,465		180
519.0	Director, Sports Information	2	$18,630	7.4%	12	2	$17,550		49
521.0	Director, Athletics/Women	6	$23,426	10.1%	8	3	$21,279		19
522.0	Director, Campus Recreation/Intramurals	2	$23,449	22.0%	28	2	$19,225		50

Table 59

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE
ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434

POS	TITLE	INSIDE HIRE YRS	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE YRS	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
EXECUTIVE									
101.0	Chief Executive Officer, System	4	$86,813		39	4	$91,785	5.7%	66
101.1	Assistant to the President, System	2	$53,000	6.0%	47	2	$50,000		11
102.0	Chief Executive Officer, Single Institution	7	$89,964	2.4%	170	5	$87,879		440
102.1	Assistant to the President, Single Institution	4	$45,800		231	2	$46,000	0.4%	123
103.0	Executive Vice President	5	$68,900		108	3	$80,000	16.1%	73
ACADEMIC									
201.0	Chief Academic Officer	3	$69,620		376	2	$70,000	0.5%	314
201.1	Director, Conferences	3	$36,660	24.3%	82	2	$29,500		66
202.0	Chief Health Professions Officer	6	$96,768	56.1%	42	3	$62,000		33
203.0	Director, Library Services	5	$46,250		191	6	$50,814	9.9%	427
203.1	Circulation Librarian	6	$27,174	7.0%	176	5	$25,408		166
203.2	Acquisitions Librarian	7	$32,341	14.2%	165	7	$28,315		205
203.3	Technical Services Librarian	6	$35,198	18.1%	157	6	$29,815		236
203.4	Public Services Librarian	6	$37,543	21.1%	111	4	$31,000		161
203.5	Reference Librarian	6	$31,022	11.7%	159	6	$27,764		255
204.0	Director, Institutional Research	4	$44,100	7.2%	222	3	$41,136		170
204.1	Associate Director, Institutional Research	3	$35,257	4.5%	68	3	$33,750		33
205.0	Director, Educational Media Services	5	$37,250	12.7%	161	7	$33,050		192
206.0	Director, Learning Resources Center	7	$42,108	7.1%	131	6	$39,328		107
207.0	Director, International Studies Education	4	$43,985	16.9%	88	4	$37,631		40
208.0	Director, Computer Center Operations/Academic	4	$45,998	7.9%	145	4	$42,623		143
208.1	Associate Director, Computer Center Operations/Academic	4	$41,170	15.4%	80	3	$35,670		59
209.0	Administrator, Grants and Contracts	5	$44,809	1.0%	185	3	$44,376		174
210.0	Dean, Architecture	6	$67,415		24	4	$72,000	6.8%	40
211.0	Dean, Agriculture	5	$73,200	3.1%	45	4	$71,016		30
212.0	Dean, Arts and Letters	5	$58,214		50	3	$63,450	9.0%	21
213.0	Dean, Arts and Sciences	3	$62,400		185	3	$65,636	5.2%	129
214.0	Dean, Business	4	$59,656		227	3	$70,000	17.3%	206
215.0	Dean, Communications	6	$64,329	3.3%	33	2	$62,250		28
216.0	Dean, Continuing Education	5	$51,700	1.1%	200	4	$51,117		136
217.0	Dean, Dentistry	7	$94,000		20	4	$97,500	3.7%	31
218.0	Dean, Education	4	$59,650		152	3	$62,488	4.8%	164
219.0	Dean, Engineering	6	$75,500		112	4	$80,000	6.0%	101
221.0	Dean, Extension	6	$59,318	5.7%	43	5	$56,118		18
222.0	Dean, Fine Arts	4	$55,636		74	4	$62,500	12.3%	57
223.0	Dean, Graduate Programs	4	$60,500		219	3	$68,000	12.4%	90
224.0	Dean, Health-Related Professions	6	$55,927		72	5	$60,000	7.3%	66
225.0	Dean, Home Economics	4	$59,000		20	4	$67,400	14.2%	26
226.0	Dean, Humanities	5	$53,979		78	4	$61,000	13.0%	31
228.0	Dean, Law	3	$95,000		55	2	$96,600	1.7%	60
229.0	Dean, Library and Information Sciences	5	$54,419		22	3	$60,700	11.5%	34
230.0	Dean, Mathematics	5	$46,300		37	5	$50,826	9.8%	19
231.0	Dean, Medicine	5	$37,100	14.2%	38	2	$120,000		29
232.0	Dean, Music	6	$58,000		26	4	$60,000	3.4%	29
233.0	Dean, Nursing	5	$54,594		73	5	$65,000	19.1%	115
234.0	Dean, Occupational Studies/Vocational Education/Technology	3	$51,660		70	4	$53,639	3.8%	48
235.0	Dean, Pharmacy	3	$80,000	3.9%	20	6	$77,000		33
236.0	Dean, Public Health	3	$80,479		6	3	$97,802	21.5%	9
237.0	Dean, Sciences	4	$55,071		112	4	$69,306	25.8%	41
238.0	Dean, Social Sciences	4	$49,924		83	4	$56,640	13.5%	32
239.0	Dean, Social Work	6	$62,332		28	7	$74,000	18.7%	34
240.0	Dean, Special Programs	3	$50,000	11.6%	36	4	$44,810		19
241.0	Dean, Undergraduate Programs	4	$56,939	0.4%	45	5	$56,710		14
242.0	Dean, Veterinary Medicine	6	$86,000	1.1%	15	3	$85,090		9
ADMINISTRATIVE									
301.0	Chief Business Officer	6	$66,690		347	5	$67,394	1.1%	338
301.1	Director, Health and Safety	5	$41,000	21.6%	88	4	$33,725		69
301.2	Director, Telecommunications	4	$37,500		133	2	$40,200	7.2%	101
302.0	Chief Planning Officer	4	$57,053		104	3	$59,400	4.1%	53
303.0	Chief Budgeting Officer	6	$48,000	1.0%	247	4	$47,510		132
303.1	Associate Budget Director	3	$37,875	1.4%	111	3	$37,370		54
304.0	Chief Planning and Budget Officer	5	$61,200	5.5%	54	2	$58,000		20
305.0	General Counsel	4	$60,500	3.6%	57	6	$58,422		112
305.1	Associate General Counsel	5	$59,000	38.8%	23	3	$42,500		42
306.0	Chief Personnel/Human Resources Officer	6	$46,400	0.5%	240	6	$46,188		300
306.1	Associate Director, Personnel/Human Resources	5	$35,800	12.2%	160	2	$31,907		94
306.2	Manager, Benefits	4	$27,788		173	3	$30,865	11.1%	103
306.3	Manager, Training and Development	3	$34,651	8.3%	77	2	$32,000		60
306.4	Manager, Employee Relations	3	$35,188	1.5%	54	2	$34,674		21
306.5	Manager, Labor Relations	2	$38,723		28	3	$47,232	22.0%	21
306.6	Manager, Employment	3	$27,835		131	3	$28,110	1.0%	83
306.7	Manager, Wage and Salary/Manager, Compensation	4	$33,204	7.1%	93	2	$31,000		65
306.8	Manager, Personnel Information Systems	4	$32,476	6.8%	71	3	$30,413		27
307.0	Director, Affirmative Action/Equal Employment	6	$42,488	0.2%	133	3	$42,400		152
307.1	Associate Director, Affirmative Action/Equal Employment	5	$30,576	4.4%	21	3	$29,285		29
308.0	Director, Personnel and Affirmative Action	6	$38,696		48	7	$40,331	3.7%	63
309.0	Director, Computer Center	5	$50,400		222	6	$51,000	1.2%	260
309.1	Associate Director, Computer Center	5	$45,000	17.8%	113	5	$38,193		58
309.2	Data Base Administrator	3	$39,282	5.2%	108	2	$37,350		50
309.3	Systems Analyst I (highest level)	5	$33,775	3.9%	118	3	$32,500		91
309.4	Systems Analyst II (lowest level)	3	$28,623	14.4%	80	2	$25,020		64
309.5	Programmer Analyst I (highest level)	3	$29,190	4.3%	114	4	$28,000		152
309.6	Programmer Analyst II (lowest level)	2	$22,797	2.0%	81	2	$22,350		135
310.0	Director, Computer Center Operations/Administrative	6	$48,294	8.3%	112	4	$44,588		94
310.1	Associate Director, Computer Center Operations/Administrative	4	$40,812	8.8%	75	5	$37,500		41
311.0	Director, Information Systems	3	$50,004		97	3	$51,271	2.5%	89
312.0	Chief, Physical Plant/Facilities Management Officer	6	$47,900	1.9%	327	5	$47,000		346
312.1	Associate Director, Physical Plant/Facilities Management	4	$38,200	2.6%	189	4	$37,236		144
312.2	Manager, Landscape and Grounds	6	$27,000		193	5	$28,294	4.8%	209
312.3	Manager, Building and Maintenance Trades	5	$31,767		243	4	$32,000	0.7%	101

Table 59

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE

ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434 (continued)

POS	TITLE	INSIDE HIRE YRS	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE YRS	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
312.4	Manager, Technical Trades	5	$33,150	3.7%	83	4	$31,978		53
312.5	Manager, Custodial Services	5	$27,851	1.0%	259	5	$27,576		148
312.6	Manager, Power Plant	7	$33,975	4.2%	136	5	$32,600		97
313.0	Comptroller	5	$47,315		279	5	$48,350	2.2%	239
313.1	Manager, Payroll	6	$27,900		314	5	$28,080	0.6%	118
314.0	Director, Accounting	5	$38,480	3.0%	218	4	$37,350		171
314.1	Staff Accountant (highest level)	3	$25,644		123	2	$26,328	2.7%	116
314.2	Staff Accountant (lowest level)	2	$20,204		69	2	$20,530	1.6%	97
315.0	Bursar	5	$33,012	2.2%	181	5	$32,315		92
315.1	Associate Bursar	5	$27,600	15.0%	54	1	$24,000		24
316.0	Director, Purchasing	5	$35,568		295	5	$36,050	1.4%	243
316.1	Associate Director, Purchasing	4	$31,166	9.0%	130	3	$28,604		61
317.0	Director, Bookstore	6	$29,146		198	8	$31,000	6.4%	232
317.1	Associate Director, Bookstore	5	$24,000	5.8%	68	4	$22,790		49
318.0	Director, Internal Audit	5	$41,500	5.1%	107	4	$39,500		185
319.0	Director, Auxiliary Services	5	$45,180	8.3%	169	5	$41,705		93
319.1	Manager, Mail Services	5	$22,000	4.8%	186	5	$21,000		113
320.0	Director, Campus Security	5	$33,029		213	5	$34,000	2.9%	391
321.0	Director, Risk Management and Insurance	5	$43,852	10.1%	79	4	$39,847		40
322.0	Administrator, Hospital Medical Center	5	$88,140		25	4	$110,000	24.8%	24
322.1	Director, Medical Center Public Relations/Affairs	3	$47,937	9.1%	25	5	$43,680		23
322.2	Director, Medical Center Personnel	3	$48,750	13.1%	18	3	$43,102		8
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	4	$56,879		172	3	$60,000	5.5%	289
401.1	Director, Annual Giving	2	$33,000	2.2%	109	2	$32,300		189
401.2	Director, Corporate/Foundation Relations	2	$40,000	5.3%	62	2	$38,000		145
401.3	Coordinator, Resource Development	2	$25,608		67	2	$29,000	13.2%	49
401.4	Director, Estate Planning	3	$50,000	22.3%	30	3	$40,888		68
402.0	Chief Public Relations Officer	4	$45,000	7.1%	170	3	$42,000		251
402.1	Director, Governmental/Legislative Relations	4	$59,600	11.0%	51	3	$53,675		52
403.0	Chief Development and Public Relations Officer	4	$61,205		66	4	$65,504	7.0%	82
404.0	Director, Alumni Affairs	3	$35,360	5.6%	217	3	$33,500		258
405.0	Director, Development and Alumni Affairs	2	$44,086	4.7%	26	2	$42,115		47
406.0	Director, Special and Deferred Gifts	3	$45,016	14.5%	43	2	$39,322		89
407.0	Director, Church Relations	2	$39,072	5.6%	7	2	$37,000		28
408.0	Director, Community Services	4	$41,888	9.4%	72	5	$38,300		40
409.0	Director, Publications	5	$33,750	8.1%	160	3	$31,224		170
409.1	Associate Director, Publications	3	$27,990	22.1%	44	2	$22,932		39
409.2	Manager, Printing Services	6	$29,568	1.7%	163	7	$29,075		148
410.0	Director, Information Office	3	$37,000	2.6%	111	3	$36,050		149
411.0	Director, News Bureau	4	$32,240	13.1%	78	3	$28,500		112
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	6	$57,000		354	6	$58,000	1.8%	302
502.0	Director, Admissions	5	$42,534		294	4	$43,645	2.6%	237
502.1	Associate Director, Admissions	3	$31,278	7.3%	208	3	$29,150		106
502.2	Assistant Director, Admissions	3	$25,583	2.3%	129	2	$23,046		115
503.0	Director, Admissions and Registrar	6	$47,251	0.9%	82	6	$46,827		52
504.0	Registrar	6	$39,200		340	8	$41,345	5.5%	227
504.1	Associate Registrar	5	$31,300	4.3%	168	5	$30,000		61
504.2	Assistant Registrar	4	$24,601		184	3	$25,000	1.6%	68
505.0	Director, Admissions and Financial Aid	4	$48,434	2.0%	41	3	$47,500		41
506.0	Director, Student Financial Aid	6	$38,000		326	6	$38,496	1.3%	342
506.1	Associate Director, Student Financial Aid	3	$27,500	8.3%	215	2	$25,400		164
507.0	Director, Food Services	5	$36,750		85	6	$39,040	6.2%	127
507.1	Associate Director, Food Services	6	$31,488	2.4%	54	3	$30,758		41
508.0	Director, Student Housing	4	$33,435	7.0%	196	4	$31,250		240
508.1	Associate Director, Student Housing	4	$29,940	18.2%	87	2	$25,320		87
508.2	Housing Officer/Administrative Operations	4	$32,928	30.2%	59	3	$25,296		34
508.3	Housing Officer/Residence Life	3	$30,740	33.7%	64	2	$23,000		94
508.4	Housing Officer/Family Housing	4	$30,640	28.2%	28	3	$23,900		16
509.0	Director, Housing and Food Service	8	$49,220		17	9	$49,250	0.1%	23
510.0	Director, Foreign Students	6	$32,420	14.0%	114	4	$28,444		91
511.0	Director, Student Union	6	$36,933	7.1%	166	6	$34,500		119
511.1	Associate Director, Student Union	5	$32,157	26.6%	53	2	$25,400		64
511.2	Student Union Business Manager	4	$28,358	6.4%	40	3	$26,664		32
512.0	Director, Student Activities	5	$35,282	23.8%	210	3	$28,488		232
513.0	Director, Student Placement	6	$35,580	4.4%	261	5	$34,070		295
514.0	Director, Student Counseling	6	$41,182	8.0%	280	5	$38,127		250
514.1	Associate Director, Student Counseling	4	$35,929	32.0%	75	4	$27,209		49
515.0	Director, Student Health Services (Physician Administrator)	5	$70,933	11.0%	79	7	$63,900		173
516.0	Director, Student Health Services (Nurse Administrator)	5	$27,400	6.8%	119	6	$25,662		205
517.0	Chaplain	5	$32,900	3.3%	35	5	$31,837		114
518.0	Director, Athletics	6	$45,639		260	4	$52,189	14.4%	274
519.0	Director, Sports Information	5	$29,480	24.4%	97	3	$23,700		267
520.0	Director, Athletics/Men	7	$43,233		36	4	$44,300	2.5%	26
521.0	Director, Athletics/Women	7	$36,319	8.8%	71	6	$33,380		52
522.0	Director, Campus Recreation/Intramurals	5	$32,695	23.5%	138	4	$26,473		147

Table 60

COMPARISON BETWEEN NONMINORITIES AND MINORITIES
ALL INSTITUTIONS WITH BUDGETS BELOW MEDIAN OF $12,969,434

POS	TITLE	NON-MINORITY YRS	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY YRS	MINORITY MED	MINORITY DIFF	MINORITY N
EXECUTIVE									
102.0	Chief Executive Officer, Single Institution	5	$64,582	6.7%	673	4	$60,500		44
102.1	Assistant to the President, Single Institution	3	$33,138	15.9%	191	3	$28,600		21
103.0	Executive Vice President	4	$50,736	15.3%	105	2	$44,000		7
ACADEMIC									
201.0	Chief Academic Officer	3	$47,040	0.1%	645	4	$46,992		37
203.0	Director, Library Services	7	$30,000	12.0%	544	3	$26,775		31
203.1	Circulation Librarian	5	$18,780		120	2	$19,500	3.8%	11
203.2	Acquisitions Librarian	7	$20,998		106	4	$21,210	1.0%	13
203.3	Technical Services Librarian	5	$22,000	0.6%	200	4	$21,864		22
203.4	Public Services Librarian	4	$22,000	0.0%	96	3	$22,000		12
203.5	Reference Librarian	4	$21,345		202	3	$21,612	1.3%	19
204.0	Director, Institutional Research	3	$33,500	19.6%	115	2	$28,000		20
205.0	Director, Educational Media Services	6	$23,979	9.2%	165	3	$21,960		9
206.0	Director, Learning Resources Center	5	$30,000		209	3	$30,444	1.5%	22
208.0	Director, Computer Center Operations/Academic	4	$28,833	0.8%	130	1	$28,600		11
208.1	Associate Director, Computer Center Operations/Academic	2	$22,000	2.3%	22	2	$21,500		5
209.0	Administrator, Grants and Contracts	2	$31,750	26.0%	63	3	$25,200		11
214.0	Dean, Business	2	$39,910	39.2%	179	3	$28,661		12
216.0	Dean, Continuing Education	4	$37,400	19.2%	208	3	$31,368		15
218.0	Dean, Education	4	$38,400	47.7%	76	3	$26,004		11
219.0	Dean, Engineering	4	$40,975	32.5%	35	11	$30,924		6
224.0	Dean, Health-Related Professions	4	$38,808	28.4%	58	1	$30,235		7
226.0	Dean, Humanities	4	$36,500	40.4%	94	2	$26,004		8
233.0	Dean, Nursing	4	$37,500		82	5	$40,453	7.9%	8
234.0	Dean, Occupational Studies/Vocational Education/Technology	4	$40,524	13.6%	102	1	$35,660		8
237.0	Dean, Sciences	7	$37,435	55.6%	97	2	$24,060		10
238.0	Dean, Social Sciences	5	$35,872		77	6	$36,695	2.3%	13
240.0	Dean, Special Programs	2	$32,882	2.6%	40	4	$32,055		9
ADMINISTRATIVE									
301.0	Chief Business Officer	5	$44,651	20.6%	647	3	$37,020		34
302.0	Chief Planning Officer	3	$39,500	43.1%	54	2	$27,600		5
306.0	Chief Personnel/Human Resources Officer	3	$29,680	10.3%	160	5	$26,900		16
307.0	Director, Affirmative Action/Equal Employment	3	$36,327	42.0%	13	2	$25,584		16
308.0	Director, Personnel and Affirmative Action	4	$29,903	24.6%	93	4	$24,000		15
309.0	Director, Computer Center	5	$36,812	7.3%	310	3	$29,640		15
309.5	Programmer Analyst I (highest level)	3	$23,720	22.9%	82	2	$19,301		11
309.6	Programmer Analyst II (lowest level)	1	$20,817	13.1%	63	1	$18,405		8
310.0	Director, Computer Center Operations/Administrative	4	$29,500	47.5%	87	1	$20,000		6
312.0	Chief, Physical Plant/Facilities Management Officer	5	$30,608	14.0%	475	6	$26,855		35
312.1	Associate Director, Physical Plant/Facilities Management	5	$24,800	29.1%	123	1	$19,215		6
312.5	Manager, Custodial Services	4	$19,795	1.0%	127	6	$19,600		38
313.0	Comptroller	4	$31,568	7.4%	281	2	$29,250		17
313.1	Manager, Payroll	5	$19,100	2.3%	118	2	$18,666		12
314.0	Director, Accounting	4	$23,440	12.8%	157	3	$22,548		22
314.1	Staff Accountant (highest level)	2	$21,200	13.6%	133	2	$18,666		24
314.2	Staff Accountant (lowest level)	2	$16,596	0.4%	85	2	$16,530		18
315.0	Bursar	6	$21,022	5.1%	75	3	$20,000		11
315.1	Associate Bursar	6	$16,500		8	1	$18,500	12.1%	5
316.0	Director, Purchasing	6	$24,936	38.5%	171	4	$18,000		17
317.0	Director, Bookstore	6	$18,490		371	6	$21,523	16.4%	23
317.1	Associate Director, Bookstore	3	$14,311		32	3	$15,412	7.7%	8
319.0	Director, Auxiliary Services	3	$27,911		60	1	$28,000	0.3%	8
319.1	Manager, Mail Services	4	$14,290	8.5%	98	6	$13,176		21
320.0	Director, Campus Security	5	$20,424		197	7	$21,470	5.1%	33
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	3	$40,068		365	2	$42,500	6.1%	15
402.0	Chief Public Relations Officer	2	$26,006		292	3	$28,836	10.9%	10
404.0	Director, Alumni Affairs	2	$22,625	22.7%	253	4	$18,432		14
408.0	Director, Community Services	4	$31,544		81	2	$41,004	30.0%	12
409.0	Director, Publications	2	$22,521	12.6%	89	1	$20,000		6
409.2	Manager, Printing Services	7	$19,000		85	5	$19,800	4.2%	15
410.0	Director, Information Office	2	$23,592		133	1	$26,688	13.1%	5
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	4	$38,793	9.6%	586	4	$35,400		58
502.0	Director, Admissions	3	$30,000	3.4%	425	3	$29,027		29
502.1	Associate Director, Admissions	2	$21,000		147	4	$24,148	15.0%	9
502.2	Assistant Director, Admissions	1	$18,600		172	2	$20,496	10.2%	13
503.0	Director, Admissions and Registrar	5	$34,726	37.7%	108	10	$25,214		9
504.0	Registrar	6	$26,800	21.5%	490	7	$22,050		38
504.2	Assistant Registrar	2	$17,000		103	5	$21,525	26.6%	7
506.0	Director, Student Financial Aid	5	$25,500		507	4	$25,938	1.7%	70
506.1	Associate Director, Student Financial Aid	2	$19,040		131	3	$20,000	5.0%	15
507.0	Director, Food Services	5	$25,200	20.0%	122	6	$21,004		8
507.1	Associate Director, Food Services	2	$17,390	3.7%	28	5	$16,775		7
508.0	Director, Student Housing	2	$20,570	14.3%	179	2	$18,000		14
508.3	Housing Officer/Residence Life	1	$17,000		59	1	$21,000	23.5%	5
510.0	Director, Foreign Students	2	$22,000		32	5	$23,400	6.4%	12
511.0	Director, Student Union	2	$21,450	4.6%	46	3	$20,500		8
512.0	Director, Student Activities	2	$21,309	2.6%	248	2	$20,777		30
513.0	Director, Student Placement	3	$24,500	1.4%	292	4	$24,156		31
514.0	Director, Student Counseling	4	$27,300	12.3%	286	4	$24,304		38
515.0	Director, Student Health Services (Physician Administrator)	4	$21,168		24	2	$22,800	7.7%	5
516.0	Director, Student Health Services (Nurse Administrator)	5	$18,257	0.6%	170	4	$18,147		17
518.0	Director, Athletics	4	$31,132	27.1%	325	5	$24,500		14
522.0	Director, Campus Recreation/Intramurals	2	$20,025	14.7%	72	3	$17,451		6

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Table 61

COMPARISON BETWEEN NONMINORITIES AND MINORITIES
ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434

POS	TITLE	NON-MINORITY YRS	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY YRS	MINORITY MED	MINORITY DIFF	MINORITY N
EXECUTIVE									
101.0	Chief Executive Officer, System	4	$92,759	32.7%	100	2	$69,885		6
101.1	Assistant to the President, System	3	$52,500	5.0%	51	1	$50,000		8
102.0	Chief Executive Officer, Single Institution	5	$89,145	13.2%	566	5	$78,750		45
102.1	Assistant to the President, Single Institution	3	$46,576	4.5%	317	2	$44,557		39
103.0	Executive Vice President	4	$73,848	23.1%	168	4	$60,000		11
ACADEMIC									
201.0	Chief Academic Officer	3	$70,000	6.1%	639	2	$65,976		53
203.0	Director, Library Services	6	$49,209	12.7%	565	7	$43,655		54
203.1	Circulation Librarian	6	$26,500	3.5%	315	4	$25,615		30
203.2	Acquisitions Librarian	7	$29,480	3.2%	337	7	$28,572		37
203.3	Technical Services Librarian	6	$31,404	5.5%	360	7	$29,769		39
203.4	Public Services Librarian	5	$34,691	19.0%	249	7	$29,144		28
203.5	Reference Librarian	6	$29,125	10.5%	386	7	$26,365		35
204.0	Director, Institutional Research	4	$43,701	7.4%	356	2	$40,760		37
205.0	Director, Educational Media Services	6	$35,040		331	7	$35,500	1.3%	25
206.0	Director, Learning Resources Center	7	$40,308	3.5%	205	6	$38,940		34
207.0	Director, International Studies Education	4	$43,230	16.8%	123	3	$37,000		9
208.0	Director, Computer Center Operations/Academic	4	$44,515	13.7%	271	3	$39,140		18
208.1	Associate Director, Computer Center Operations/Academic	4	$38,425	23.9%	134		$31,008		6
209.0	Administrator, Grants and Contracts	4	$45,312	21.3%	327	3	$37,370		34
210.0	Dean, Architecture	6	$70,000		56	4	$72,000	2.9%	8
211.0	Dean, Agriculture	5	$74,530	44.8%	68	7	$51,480		8
213.0	Dean, Arts and Sciences	3	$63,600	19.4%	289	3	$53,255		24
214.0	Dean, Business	4	$65,350	12.7%	408	4	$58,000		26
216.0	Dean, Continuing Education	5	$51,700		311	6	$55,320	7.0%	26
218.0	Dean, Education	4	$61,000	0.3%	283	2	$60,841		33
219.0	Dean, Engineering	5	$77,550	3.4%	198	4	$75,000		16
221.0	Dean, Extension	5	$60,860	5.6%	57	4	$57,621		5
222.0	Dean, Fine Arts	4	$59,004	7.7%	113	2	$54,800		18
223.0	Dean, Graduate Programs	4	$63,100	7.3%	282	3	$58,797		30
224.0	Dean, Health-Related Professions	5	$57,108		118	5	$60,856	6.6%	24
225.0	Dean, Home Economics	4	$64,500		42	2	$65,000	0.8%	5
226.0	Dean, Humanities	4	$56,256	15.5%	99	4	$48,700		10
228.0	Dean, Law	3	$97,125	21.4%	111	2	$80,000		5
229.0	Dean, Library and Information Sciences	3	$58,452	3.5%	48	3	$56,468		8
230.0	Dean, Mathematics	5	$47,700	20.1%	46	3	$39,720		10
233.0	Dean, Nursing	5	$62,040	7.0%	169	4	$58,000		21
234.0	Dean, Occupational Studies/Vocational Education/Technology	3	$54,058	14.0%	104	3	$47,414		15
237.0	Dean, Sciences	5	$57,185	3.4%	136	4	$55,317		19
238.0	Dean, Social Sciences	4	$54,600	41.5%	99	4	$38,600		16
239.0	Dean, Social Work	6	$72,396	9.7%	49	6	$66,000		13
240.0	Dean, Special Programs	3	$47,886	6.4%	39	3	$45,012		16
241.0	Dean, Undergraduate Programs	5	$56,939	9.5%	56	2	$52,000		6
ADMINISTRATIVE									
301.0	Chief Business Officer	6	$67,474	13.4%	639	5	$59,524		49
301.1	Director, Health and Safety	4	$37,840	3.1%	147	4	$36,712		11
301.2	Director, Telecommunications	3	$40,000	2.9%	219	2	$38,872		17
302.0	Chief Planning Officer	4	$59,400	37.2%	140	3	$43,300		14
303.0	Chief Budgeting Officer	5	$48,300	20.3%	343	2	$40,140		34
303.1	Associate Budget Director	3	$38,453	16.5%	152	2	$33,000		14
305.0	General Counsel	6	$60,500	16.3%	155	4	$52,000		14
305.1	Associate General Counsel	4	$46,824	6.2%	62	2	$44,077		5
306.0	Chief Personnel/Human Resources Officer	6	$46,325		481	5	$50,562	9.1%	60
306.1	Associate Director, Personnel/Human Resources	4	$34,800	11.5%	217	2	$31,220		38
306.2	Manager, Benefits	4	$29,152	15.2%	245	3	$25,296		32
306.3	Manager, Training and Development	3	$33,000	6.9%	115	2	$30,877		25
306.4	Manager, Employee Relations	3	$37,300	25.0%	55	3	$29,849		20
306.5	Manager, Labor Relations	3	$42,550	15.8%	46	1	$36,748		6
306.6	Manager, Employment	3	$27,728		162	3	$30,368	9.5%	54
306.7	Manager, Wage and Salary/Manager, Compensation	3	$32,448		137	2	$33,365	2.8%	21
306.8	Manager, Personnel Information Systems	4	$31,000		88	1	$35,000	12.9%	11
307.0	Director, Affirmative Action/Equal Employment	6	$38,500		112	4	$43,220	12.3%	174
307.1	Associate Director, Affirmative Action/Equal Employment	4	$26,929		20	3	$33,075	22.8%	30
308.0	Director, Personnel and Affirmative Action	7	$39,000		85	5	$41,381	6.1%	26
309.0	Director, Computer Center	6	$51,400	20.6%	449	5	$42,642		32
309.1	Associate Director, Computer Center	5	$42,110		158	4	$42,960	2.0%	12
309.2	Data Base Administrator	3	$39,282	5.2%	136	4	$37,350		21
309.3	Systems Analyst I (highest level)	4	$33,200		191	2	$40,170	21.0%	16
309.4	Systems Analyst II (lowest level)	2	$27,005		136	2	$31,698	17.4%	8
309.5	Programmer Analyst I (highest level)	3	$29,190	13.8%	239	2	$25,660		31
309.6	Programmer Analyst II (lowest level)	2	$22,500	1.4%	181	2	$22,200		36
310.0	Director, Computer Center Operations/Administrative	5	$46,338	17.4%	198	8	$39,456		13
310.1	Associate Director, Computer Center Operations/Administrative	5	$39,609	4.2%	112	2	$38,000		6
311.0	Director, Information Systems	3	$50,342	6.2%	179	2	$47,400		10
312.0	Chief, Physical Plant/Facilities Management Officer	6	$47,933	19.8%	629	4	$40,000		47
312.1	Associate Director, Physical Plant/Facilities Management	4	$38,264	6.8%	313	3	$35,818		25
312.2	Manager, Landscape and Grounds	5	$27,556		368	4	$29,571	7.3%	41
312.3	Manager, Building and Maintenance Trades	5	$31,971	9.0%	326	4	$29,340		21
312.4	Manager, Technical Trades	4	$32,500	35.4%	134	1	$24,000		5
312.5	Manager, Custodial Services	5	$27,700		307	5	$28,500	2.9%	104
312.6	Manager, Power Plant	6	$33,852	10.4%	214	7	$30,665		24
313.0	Comptroller	5	$48,080	5.0%	490	3	$45,800		32
313.1	Manager, Payroll	6	$28,500	9.4%	384	4	$26,052		53
314.0	Director, Accounting	5	$38,028	2.2%	352	3	$37,200		40
314.1	Staff Accountant (highest level)	3	$26,300	7.0%	208	2	$24,580		34
314.2	Staff Accountant (lowest level)	2	$20,540	7.0%	129	1	$19,200		36
315.0	Bursar	5	$33,600	2.3%	245	5	$32,855		28
315.1	Associate Bursar	4	$27,000	2.8%	72	2	$26,265		8
316.0	Director, Purchasing	5	$36,000	4.3%	492	5	$34,505		51
316.1	Associate Director, Purchasing	4	$31,188	16.6%	176	3	$26,748		14

Table 61

COMPARISON BETWEEN NONMINORITIES AND MINORITIES

ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434 (continued)

POS	TITLE	NON-MINORITY YRS	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY YRS	MINORITY MED	MINORITY DIFF	MINORITY N
317.0	Director, Bookstore	7	$30,303	15.2%	400	8	$26,316		31
317.1	Associate Director, Bookstore	5	$23,452		111	6	$24,000	2.3%	9
318.0	Director, Internal Audit	4	$40,000		269	4	$43,728	9.3%	23
319.0	Director, Auxiliary Services	5	$44,601	20.5%	244	4	$37,000		20
319.1	Manager, Mail Services	5	$21,525		242	5	$22,500	4.5%	61
320.0	Director, Campus Security	5	$33,715	3.5%	522	6	$32,567		84
321.0	Director, Risk Management and Insurance	4	$42,905	43.0%	115	2	$30,000		6
322.1	Director, Medical Center Public Relations/Affairs	5	$47,663	11.4%	44	1	$42,783		5
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	3	$59,200	8.4%	437	3	$54,600		23
401.1	Director, Annual Giving	2	$32,500		290	1	$33,000	1.5%	10
401.2	Director, Corporate/Foundation Relations	2	$38,960	29.0%	202	3	$30,200		8
401.3	Coordinator, Resource Development	2	$27,320	17.9%	112	4	$23,170		5
402.0	Chief Public Relations Officer	3	$43,500	14.5%	391	1	$38,000		31
402.1	Director, Governmental/Legislative Relations	4	$57,663	7.4%	99	3	$53,675		7
403.0	Chief Development and Public Relations Officer	4	$65,000	44.7%	141	5	$44,935		7
404.0	Director, Alumni Affairs	3	$34,400	11.8%	447	3	$30,775		31
408.0	Director, Community Services	5	$39,000		94	4	$55,000	41.0%	17
409.0	Director, Publications	4	$32,600		317	3	$33,644	3.2%	14
409.2	Manager, Printing Services	7	$29,521	1.8%	286	6	$29,004		31
410.0	Director, Information Office	3	$37,000	19.5%	250	3	$30,960		11
411.0	Director, News Bureau	3	$30,758	22.2%	188	5	$25,160		7
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	6	$57,640		543	4	$58,556	1.6%	114
502.0	Director, Admissions	5	$43,645	9.4%	471	3	$39,900		59
502.1	Associate Director, Admissions	3	$30,004		266	4	$32,500	8.3%	46
502.2	Assistant Director, Admissions	2	$23,121		198	3	$25,323	9.5%	47
503.0	Director, Admissions and Registrar	6	$47,580	16.2%	115	7	$40,950		20
504.0	Registrar	7	$40,000	9.3%	528	9	$36,600		42
504.1	Associate Registrar	5	$31,042	6.3%	213	6	$29,196		19
504.2	Assistant Registrar	3	$25,000	0.2%	226	4	$24,959		29
505.0	Director, Admissions and Financial Aid	3	$48,500	24.4%	76	2	$38,980		6
506.0	Director, Student Financial Aid	6	$38,500	2.1%	558	6	$37,700		111
506.1	Associate Director, Student Financial Aid	3	$26,038		317	2	$27,655	6.2%	66
507.0	Director, Food Services	5	$38,352	26.7%	195	2	$30,264		15
507.1	Associate Director, Food Services	6	$30,815	7.1%	88	2	$28,774		8
508.0	Director, Student Housing	4	$32,540	6.7%	394	3	$30,503		41
508.1	Associate Director, Student Housing	4	$28,291	8.6%	156	2	$26,048		20
508.2	Housing Officer/Administrative Operations	4	$29,580	10.9%	88	4	$26,669		6
508.3	Housing Officer/Residence Life	2	$25,212		143	2	$26,169	3.8%	14
510.0	Director, Foreign Students	5	$31,770	15.9%	177	5	$27,402		30
511.0	Director, Student Union	6	$35,999	2.9%	267	6	$34,968		23
511.1	Associate Director, Student Union	3	$28,362		103	3	$30,264	6.7%	15
511.2	Student Union Business Manager	4	$28,203	14.9%	64	3	$24,550		8
512.0	Director, Student Activities	5	$31,704	1.2%	377	3	$31,335		70
513.0	Director, Student Placement	5	$34,850	0.6%	508	7	$34,641		52
514.0	Director, Student Counseling	6	$39,188		465	4	$39,516	0.8%	68
514.1	Associate Director, Student Counseling	4	$33,710	5.4%	105	3	$31,968		21
515.0	Director, Student Health Services (Physician Administrator)	6	$67,110	127%	237	6	$29,500		16
516.0	Director, Student Health Services (Nurse Administrator)	6	$26,101		297	4	$28,281	8.4%	30
517.0	Chaplain	5	$32,340	18.7%	141	5	$27,240		10
518.0	Director, Athletics	5	$48,440	10.2%	503	2	$43,965		37
519.0	Director, Sports Information	4	$25,000	18.5%	351	3	$21,096		18
520.0	Director, Athletics/Men	7	$43,782	32.7%	57	3	$33,000		6
522.0	Director, Campus Recreation/Intramurals	4	$30,236	10.4%	258	5	$27,396		31

Table 62

COMPARISON BETWEEN MALES AND FEMALES
ALL INSTITUTIONS WITH BUDGETS BELOW MEDIAN OF $12,969,434

POS	TITLE	MALE YRS	MALE MED	MALE DIFF	MALE N	FEMALE YRS	FEMALE MED	FEMALE DIFF	FEMALE N
EXECUTIVE									
101.1	Assistant to the President, System	4	$45,000	44.2%	5	2	$31,202		5
102.0	Chief Executive Officer, Single Institution	5	$65,000	8.3%	632	4	$60,000		88
102.1	Assistant to the President, Single Institution	3	$39,655	49.1%	94	4	$26,598		119
103.0	Executive Vice President	4	$50,500	1.2%	100	2	$49,900		12
ACADEMIC									
201.0	Chief Academic Officer	3	$47,500	5.6%	343	3	$45,000		144
201.1	Director, Conferences	3	$30,680	36.9%	15	1	$21,912		25
202.0	Chief Health Professions Officer	2	$40,000	25.8%	7	2	$31,806		11
203.0	Director, Library Services	8	$31,462	12.6%	278	6	$27,964		302
203.1	Circulation Librarian	6	$23,463	15.3%	39	4	$18,614		114
203.2	Acquisitions Librarian	4	$25,637	16.2%	19	3	$20,343		102
203.3	Technical Services Librarian	4	$24,773	17.7%	40	5	$21,037		175
203.4	Public Services Librarian	4	$24,880	13.3%	20	4	$22,000		89
203.5	Reference Librarian	3	$23,864	2.4%	54	4	$21,345		169
204.0	Director, Institutional Research	2	$34,606	22.9%	83	3	$28,150		53
205.0	Director, Educational Media Services	6	$25,900	20.2%	129	5	$21,550		46
206.0	Director, Learning Resources Center	5	$34,007	24.3%	101	4	$27,360		131
207.0	Director, International Studies Education	1	$27,500	37.9%	18	5	$20,000		6
208.0	Director, Computer Center Operations/Academic	4	$31,045	24.8%	111	4	$24,884		31
208.1	Associate Director, Computer Center Operations/Academic	2	$24,000	16.2%	17	2	$20,660		11
209.0	Administrator, Grants and Contracts	5	$32,806	17.6%	35	3	$27,984		39
212.0	Dean, Arts and Letters	4	$39,144	5.2%	27	7	$37,210		9
213.0	Dean, Arts and Sciences	4	$41,293	13.3%	20	1	$36,460		24
214.0	Dean, Business	2	$41,372	20.4%	151	3	$34,376		40
215.0	Dean, Communications	5	$31,300		20	2	$34,240	9.4%	9
216.0	Dean, Continuing Education	4	$37,767	8.0%	132	3	$34,967		91
218.0	Dean, Education	5	$40,728	37.9%	62	3	$29,629		27
221.0	Dean, Extension	6	$34,987	5.4%	16	3	$33,187		10
222.0	Dean, Fine Arts	8	$37,013	10.3%	37	2	$33,491		16
223.0	Dean, Graduate Programs	5	$35,200	3.9%	53	2	$34,000		9
224.0	Dean, Health-Related Professions	5	$38,606	4.9%	25	4	$37,000		40
226.0	Dean, Humanities	4	$36,000		63	4	$36,479	1.3%	39
227.0	Dean, Instruction	2	$47,960	28.2%	16	2	$38,340		7
230.0	Dean, Mathematics	7	$33,766	5.6%	34	2	$32,111		9
234.0	Dean, Occupational Studies/Vocational Education/Technology	4	$40,000	2.7%	96	1	$39,168		15
237.0	Dean, Sciences	7	$37,744	25.1%	87	2	$30,703		22
238.0	Dean, Social Sciences	6	$37,000	20.8%	24	2	$30,630		16
240.0	Dean, Special Programs	2	$33,744	8.9%	27	2	$31,849		22
241.0	Dean, Undergraduate Programs	1	$41,665	8.2%	13	2	$38,522		11
ADMINISTRATIVE									
301.0	Chief Business Officer	5	$45,000	20.4%	582	3	$37,375		104
301.2	Director, Telecommunications	2	$28,262	52.5%	20	5	$18,533		7
302.0	Chief Planning Officer	1	$43,000	28.4%	38	2	$31,951		22
303.0	Chief Budgeting Officer	4	$39,000	16.3%	42	4	$33,525		15
303.1	Associate Budget Director	4	$31,700	28.7%	13	3	$24,635		9
304.0	Chief Planning and Budget Officer	5	$38,006	27.1%	14	4	$29,906		6
306.0	Chief Personnel/Human Resources Officer	4	$34,100	28.7%	58	3	$26,500		18
306.2	Manager, Benefits	3	$23,296	22.6%	8	2	$19,000		24
307.0	Director, Affirmative Action/Equal Employment	3	$32,730	2.6%	10	2	$31,891		19
308.0	Director, Personnel and Affirmative Action	3	$32,000	29.4%	39	4	$24,720		70
309.0	Director, Computer Center	5	$33,000	23.2%	270	3	$26,780		57
309.1	Associate Director, Computer Center	3	$24,033	14.0%	35	2	$21,086		19
309.2	Data Base Administrator	3	$25,000		18	2	$25,556	2.2%	5
309.3	Systems Analyst I (highest level)	2	$27,048	29.1%	34	3	$20,944		21
309.4	Systems Analyst II (lowest level)	2	$23,359	39.9%	17	3	$16,700		6
309.5	Programmer Analyst I (highest level)	3	$22,670		63	3	$23,204	2.4%	31
309.6	Programmer Analyst II (lowest level)	1	$20,740	8.4%	39	1	$19,500		30
310.0	Director, Computer Center Operations/Administrative	4	$30,745	30.7%	66	3	$23,525		27
310.1	Associate Director, Computer Center Operations/Administrative	1	$25,352	32.4%	13	2	$19,150		13
311.0	Director, Information Systems	5	$35,480	41.9%	34	2	$25,000		14
312.0	Chief, Physical Plant/Facilities Management Officer	5	$30,520	3.8%	499	3	$29,400		11
312.1	Associate Director, Physical Plant/Facilities Management	5	$25,000	43.9%	125	2	$17,368		6
312.2	Manager, Landscape and Grounds	4	$20,890	6.3%	110	3	$19,647		8
312.5	Manager, Custodial Services	4	$20,345	14.2%	132	5	$17,820		34
313.0	Comptroller	5	$33,870	21.0%	178	4	$28,000		122
313.1	Manager, Payroll	4	$21,359	12.4%	13	5	$19,000		118
314.0	Director, Accounting	4	$27,870	20.2%	72	3	$23,193		108
314.1	Staff Accountant (highest level)	3	$23,500	23.9%	46	2	$18,960		112
314.2	Staff Accountant (lowest level)	2	$17,290	8.1%	29	2	$16,000		74
315.0	Bursar	5	$26,195	31.0%	27	4	$20,000		59
316.0	Director, Purchasing	5	$28,055	35.5%	90	4	$20,710		100
316.1	Associate Director, Purchasing	2	$20,686	23.7%	7	2	$16,725		14
317.0	Director, Bookstore	6	$21,066	19.2%	101	6	$17,680		295
317.1	Associate Director, Bookstore	2	$18,720	32.0%	7	3	$14,182		33
318.0	Director, Internal Audit	1	$21,155		7	1	$31,000	46.5%	5
319.0	Director, Auxiliary Services	3	$30,660	16.8%	42	3	$26,258		27
319.1	Manager, Mail Services	5	$14,500	5.1%	53	5	$13,800		66
320.0	Director, Campus Security	5	$20,983	39.1%	226	4	$15,090		5
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	3	$41,200	12.3%	292	2	$36,700		91
401.1	Director, Annual Giving	2	$26,700	11.0%	66	2	$24,050		60
401.2	Director, Corporate/Foundation Relations	2	$33,400	23.7%	26	1	$27,000		29
401.3	Coordinator, Resource Development	1	$27,000	28.6%	15	1	$21,000		28
402.0	Chief Public Relations Officer	2	$29,370	17.3%	129	2	$25,040		174
403.0	Chief Development and Public Relations Officer	4	$37,680	21.7%	35	2	$30,971		27
404.0	Director, Alumni Affairs	2	$25,000	19.0%	95	2	$21,000		173
405.0	Director, Development and Alumni Affairs	3	$33,180	22.9%	29	2	$27,000		23
406.0	Director, Special and Deferred Gifts	3	$28,500	9.2%	38	3	$26,100		21
407.0	Director, Church Relations	2	$26,621	34.6%	48	1	$19,776		14
408.0	Director, Community Services	6	$34,196	8.4%	40	3	$31,544		53

Table 62

COMPARISON BETWEEN MALES AND FEMALES

ALL INSTITUTIONS WITH BUDGETS BELOW MEDIAN OF $12,969,434 (continued)

POS	TITLE	MALE YRS	MALE MED	MALE DIFF	MALE N	FEMALE YRS	FEMALE MED	FEMALE DIFF	FEMALE N
409.0	Director, Publications	2	$24,955	13.4%	29	2	$22,000		67
409.1	Associate Director, Publications	1	$18,000		12	2	$19,376	7.6%	21
409.2	Manager, Printing Services	6	$20,594	24.4%	69	7	$16,555		31
410.0	Director, Information Office	2	$25,502	14.9%	58	2	$22,190		80
411.0	Director, News Bureau	1	$18,000		12	2	$20,000	11.1%	27
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	5	$40,000	20.1%	477	3	$33,310		171
502.0	Director, Admissions	3	$30,428	7.5%	312	2	$28,318		145
502.1	Associate Director, Admissions	2	$22,000	5.4%	66	2	$20,882		89
502.2	Assistant Director, Admissions	2	$18,720		61	1	$18,734	0.1%	121
503.0	Director, Admissions and Registrar	5	$36,140	13.4%	78	4	$31,880		40
504.0	Registrar	7	$30,665	27.8%	220	5	$24,000		311
504.1	Associate Registrar	4	$19,000		8	3	$19,760	4.0%	39
504.2	Assistant Registrar	1	$19,000	13.4%	14	2	$16,750		98
505.0	Director, Admissions and Financial Aid	3	$34,495	11.3%	51	2	$31,000		22
506.0	Director, Student Financial Aid	6	$29,904	30.5%	253	4	$22,920		330
506.1	Associate Director, Student Financial Aid	2	$20,000	6.1%	13	2	$18,852		114
507.0	Director, Food Services	5	$27,171	33.8%	75	5	$20,300		55
507.1	Associate Director, Food Services	5	$19,700	27.1%	17	2	$15,500		17
508.0	Director, Student Housing	2	$21,000	5.0%	104	2	$20,000		91
508.1	Associate Director, Student Housing	1	$17,112		14	1	$17,691	3.4%	18
508.3	Housing Officer/Residence Life	1	$17,150	6.3%	27	2	$16,138		36
510.0	Director, Foreign Students	2	$25,080	19.4%	19	3	$21,000		25
511.0	Director, Student Union	3	$22,889	23.7%	14	2	$18,500		21
512.0	Director, Student Activities	1	$23,600	16.5%	134	2	$20,252		145
513.0	Director, Student Placement	4	$28,000	37.3%	124	2	$22,000		201
514.0	Director, Student Counseling	4	$30,772	25.6%	149	3	$24,500		178
514.1	Associate Director, Student Counseling	3	$26,875	34.4%	11	2	$20,000		29
515.0	Director, Student Health Services (Physician Administrator)		$25,210	26.2%	13	3	$19,970		17
516.0	Director, Student Health Services (Nurse Administrator)	1	$25,650	42.5%	5	5	$18,000		182
517.0	Chaplain	4	$23,895	18.3%	121	2	$20,200		30
518.0	Director, Athletics	5	$31,500	31.2%	403	3	$26,000		39
519.0	Director, Sports Information	2	$18,215	5.6%	54	1	$17,250		7
522.0	Director, Campus Recreation/ Intramurals	2	$20,520	12.9%	59	2	$18,180		19

Table 63

COMPARISON BETWEEN MALES AND FEMALES
ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434

POS	TITLE	MALE YRS	MALE MED	MALE DIFF	MALE N	FEMALE YRS	FEMALE MED	FEMALE DIFF	FEMALE N
EXECUTIVE									
101.0	Chief Executive Officer, System	4	$91,400	25.2%	102	2	$73,000		5
101.1	Assistant to the President, System	2	$57,500	27.8%	37	3	$45,000		23
102.0	Chief Executive Officer, Single Institution	5	$89,145	9.0%	562	2	$81,791		49
102.1	Assistant to the President, Single Institution	3	$50,760	31.5%	186	3	$38,592		170
103.0	Executive Vice President	4	$72,800		169	3	$80,000	9.9%	11
ACADEMIC									
201.0	Chief Academic Officer	3	$70,657	12.2%	601	2	$62,990		90
201.1	Director, Conferences	3	$39,573	35.4%	77	2	$29,216		73
202.0	Chief Health Professions Officer	4	$98,000	83.5%	64	3	$53,395		13
203.0	Director, Library Services	7	$49,952	7.2%	403	4	$46,612		219
203.1	Circulation Librarian	7	$29,721	18.2%	92	5	$25,146		253
203.2	Acquisitions Librarian	7	$32,730	14.6%	118	7	$28,551		257
203.3	Technical Services Librarian	7	$34,214	11.8%	124	5	$30,600		277
203.4	Public Services Librarian	5	$35,000	11.1%	114	6	$31,501		161
203.5	Reference Librarian	8	$31,000	11.7%	132	6	$27,764		289
204.0	Director, Institutional Research	4	$45,150	18.7%	252	3	$38,028		140
204.1	Associate Director, Institutional Research	3	$35,840	9.9%	58	3	$32,616		45
205.0	Director, Educational Media Services	7	$36,097	28.9%	306	3	$28,000		50
206.0	Director, Learning Resources Center	9	$42,852	34.7%	146	4	$31,808		93
207.0	Director, International Studies Education	4	$48,150	52.1%	92	4	$31,650		40
208.0	Director, Computer Center Operations/Academic	4	$44,930	13.9%	255	3	$39,450		36
208.1	Associate Director, Computer Center Operations/Academic	4	$41,958	30.1%	103	3	$32,240		37
209.0	Administrator, Grants and Contracts	5	$49,700	45.0%	236	3	$34,280		126
212.0	Dean, Arts and Letters	5	$62,022	8.9%	59	2	$56,941		12
213.0	Dean, Arts and Sciences	4	$63,283	5.5%	274	1	$60,000		40
214.0	Dean, Business	4	$65,796	28.5%	394	3	$51,200		40
215.0	Dean, Communications	6	$64,500	24.8%	54	1	$51,700		8
216.0	Dean, Continuing Education	5	$54,344	15.8%	256	3	$47,000		81
218.0	Dean, Education	4	$62,000	6.0%	253	3	$58,500		64
221.0	Dean, Extension	5	$60,860	11.8%	54	2	$46,176		8
222.0	Dean, Fine Arts	5	$59,130	8.4%	112	2	$54,564		19
223.0	Dean, Graduate Programs	3	$63,696	10.2%	252	1	$57,760		60
224.0	Dean, Health-Related Professions	6	$60,705	14.9%	85	4	$52,832		55
225.0	Dean, Home Economics	4	$64,500		10	4	$65,310	1.3%	37
226.0	Dean, Humanities	5	$55,762	6.3%	86	4	$52,451		23
227.0	Dean, Instruction	4	$54,919	22.0%	13	4	$45,000		7
228.0	Dean, Law	7	$97,000	2.3%	107	2	$94,800		9
229.0	Dean, Library and Information Sciences	1	$61,036	16.8%	40	4	$52,250		16
230.0	Dean, Mathematics	3	$47,700	20.1%	51	3	$39,720		5
233.0	Dean, Nursing	8	$59,122		8	8	$61,212	3.5%	182
234.0	Dean, Occupational Studies/Vocational Education/Technology	4	$52,630	9.9%	107	2	$48,808		16
237.0	Dean, Sciences	4	$67,600	13.9%	139	6	$51,000		16
238.0	Dean, Social Sciences	4	$51,700		92	6	$53,844	4.1%	23
239.0	Dean, Social Work	3	$72,500	3.6%	40	6	$70,000		20
240.0	Dean, Special Programs	5	$46,760	7.6%	41	5	$46,000		14
241.0	Dean, Undergraduate Programs	5	$60,000	19.2%	40	1	$50,340		22
ADMINISTRATIVE									
301.0	Chief Business Officer	6	$67,000	2.4%	648	2	$65,400		41
301.1	Director, Health and Safety	5	$35,840	9.9%	146	1	$34,436		12
301.2	Director, Telecommunications	2	$42,349	18.6%	172	4	$30,450		65
302.0	Chief Planning Officer	4	$58,931	12.4%	125	1	$52,440		30
303.0	Chief Budgeting Officer	6	$45,163	21.2%	296	1	$40,596		82
303.1	Associate Budget Director	4	$41,447	18.5%	100	2	$35,000		66
304.0	Chief Planning and Budget Officer	5	$60,629		68	1	$61,200	0.9%	8
305.0	General Counsel	6	$63,291	4.7%	130	5	$57,589		40
305.1	Associate General Counsel	4	$55,000	12.2%	37	2	$41,600		30
306.0	Chief Personnel/Human Resources Officer	6	$48,805	21.5%	158	4	$40,000		184
306.1	Associate Director, Personnel/Human Resources	5	$40,629	31.9%	108	3	$30,804		147
306.2	Manager, Benefits	5	$37,353	40.4%	80	3	$26,622		199
306.3	Manager, Training and Development	1	$36,708	16.0%	49	3	$31,635		91
306.4	Manager, Employee Relations	6	$38,500	21.3%	34	3	$32,500		41
306.5	Manager, Labor Relations	6	$42,550	7.4%	37	3	$39,609		15
306.6	Manager, Employment	4	$34,356	33.6%	64	1	$26,169		153
306.7	Manager, Wage and Salary/Manager, Compensation	5	$34,466	11.2%	75	2	$31,000		85
306.8	Manager, Personnel Information Systems	3	$30,453	49.9%	43	4	$26,308		56
307.0	Director, Affirmative Action/Equal Employment	4	$43,220	8.0%	118	5	$40,008		168
307.1	Associate Director, Affirmative Action/Equal Employment	4	$34,172	20.6%	18	4	$28,329		32
308.0	Director, Personnel and Affirmative Action	9	$43,365	17.3%	51	4	$37,150		60
309.0	Director, Computer Center	6	$51,200	9.7%	437	1	$46,680		46
309.1	Associate Director, Computer Center	5	$44,000	27.9%	139	3	$35,039		34
309.2	Data Base Administrator	3	$39,000	12.1%	114	3	$35,600		44
309.3	Systems Analyst I (highest level)	4	$33,582	7.5%	155	4	$31,242		53
309.4	Systems Analyst II (lowest level)	2	$29,000	16.0%	92	2	$25,000		52
309.5	Programmer Analyst I (highest level)	3	$30,036	14.9%	170	3	$26,235		98
309.6	Programmer Analyst II (lowest level)	2	$23,125	4.2%	103	2	$22,195		113
310.0	Director, Computer Center Operations/Administrative	5	$47,568	20.4%	178	4	$39,500		35
310.1	Associate Director, Computer Center Operations/Administrative	5	$40,812	7.0%	90	5	$38,128		27
311.0	Director, Information Systems	5	$51,946	34.9%	158	3	$38,416		30
312.0	Chief, Physical Plant/Facilities Management Officer	6	$47,260		668	1	$55,900	18.3%	10
312.1	Associate Director, Physical Plant/Facilities Management	4	$38,000		131	7	$40,500	6.6%	7
312.2	Manager, Landscape and Grounds	6	$26,000	17.0%	169	2	$23,930		21
312.5	Manager, Custodial Services	5	$28,432	11.5%	349	3	$25,506		63
313.0	Comptroller	6	$46,235	20.6%	431	3	$40,831		90
313.1	Manager, Payroll	6	$35,675	39.4%	151	5	$25,590		286
314.0	Director, Accounting	6	$40,300	19.0%	270	3	$33,760		123
314.1	Staff Accountant (highest level)	3	$28,799	19.0%	115	2	$24,200		125
314.2	Staff Accountant (lowest level)	2	$22,327	31.6%	59	1	$20,000		109
315.0	Bursar	6	$37,271	29.3%	148	3	$28,833		128
315.1	Associate Bursar	4	$29,880	19.5%	35	4	$25,000		45
316.0	Director, Purchasing	6	$37,714	21.7%	417	4	$30,980		127

Table 63

COMPARISON BETWEEN MALES AND FEMALES

ALL INSTITUTIONS WITH BUDGETS EQUAL TO OR ABOVE MEDIAN OF $12,969,434 (continued)

POS	TITLE	MALE YRS	MALE MED	MALE DIFF	MALE N	FEMALE YRS	FEMALE MED	FEMALE DIFF	FEMALE N
316.1	Associate Director, Purchasing	4	$33,747	28.5%	122	3	$26,268		70
317.0	Director, Bookstore	8	$33,822	33.1%	281	5	$25,416		150
317.1	Associate Director, Bookstore	6	$25,715	17.0%	62	4	$21,982		57
318.0	Director, Internal Audit	5	$42,550	31.2%	214	2	$32,436		79
319.0	Director, Auxiliary Services	5	$44,886	35.2%	233	3	$38,950		31
319.1	Manager, Mail Services	5	$22,994	18.9%	195	4	$19,345		110
320.0	Director, Campus Security	5	$33,735	8.1%	595	1	$31,200		15
321.0	Director, Risk Management and Insurance	4	$43,852	5.0%	88	4	$41,766		33
322.0	Administrator, Hospital Medical Center	4	$2,606	25.1%	42	2	$82,000		8
322.1	Director, Medical Center Public Relations/Affairs	1	$49,000	4.0%	19	5	$47,096		30
322.2	Director, Medical Center Personnel	4	$48,960	15.5%	16	2	$42,400		11
EXTERNAL AFFAIRS									
401.0	Chief Development Officer	3	$60,000	20.8%	386	2	$49,671		77
401.1	Director, Annual Giving	2	$36,000	17.7%	140	1	$30,576		161
401.2	Director, Corporate/Foundation Relations	2	$42,616	26.5%	118	2	$33,696		91
401.3	Coordinator, Resource Development	2	$35,100	39.4%	24	2	$25,180		93
401.4	Director, Estate Planning	5	$45,000	22.4%	77	2	$36,765		24
402.0	Chief Public Relations Officer	4	$46,008	14.9%	250	3	$40,046		173
402.1	Director, Governmental/Legislative Relations	4	$60,294	24.3%	81	3	$48,523		25
403.0	Chief Development and Public Relations Officer	4	$65,396	12.4%	116	3	$58,029		32
404.0	Director, Alumni Affairs	4	$39,023	27.5%	261	3	$30,586		217
405.0	Director, Development and Alumni Affairs	2	$46,000	17.0%	59	1	$39,312		24
406.0	Director, Special and Deferred Gifts	3	$42,464	14.5%	96	1	$37,086		37
407.0	Director, Church Relations	2	$39,850	56.3%	29		$25,500		7
408.0	Director, Community Services	7	$45,500	30.0%	54	1	$35,000		58
409.0	Director, Publications	8	$36,325	21.2%	148	3	$29,967		184
409.1	Associate Director, Publications	3	$29,793	30.7%	32	2	$22,790		52
409.2	Manager, Printing Services	7	$30,650	25.3%	248	4	$24,456		68
410.0	Director, Information Office	4	$40,000	17.6%	139	3	$34,000		121
411.0	Director, News Bureau	4	$31,500	16.1%	100	2	$27,137		96
STUDENT SERVICES									
501.0	Chief Student Affairs Officer	9	$58,100	8.3%	90	1	$53,550		152
502.0	Director, Admissions	6	$44,668	17.0%	400	3	$38,196		130
502.1	Associate Director, Admissions	5	$32,657	16.5%	169	3	$28,025		144
502.2	Assistant Director, Admissions	2	$23,000	1.3%	84	2	$23,196		159
503.0	Director, Admissions and Registrar	6	$47,798	10.6%	106	4	$43,200		28
504.0	Registrar	8	$42,549	18.3%	372	5	$35,905		199
504.1	Associate Registrar	6	$35,706	11.2%	110	5	$26,874		121
504.2	Assistant Registrar	5	$27,604	18.4%	81	3	$23,220		175
505.0	Director, Admissions and Financial Aid	5	$48,790	4.3%	65	2	$46,800		17
506.0	Director, Student Financial Aid	8	$40,000	17.0%	447	3	$34,192		225
506.1	Associate Director, Student Financial Aid	3	$29,916	18.7%	135	2	$25,200		248
507.0	Director, Food Services	6	$39,096	11.9%	161	3	$34,936		52
507.1	Associate Director, Food Services	5	$30,830	0.0%	54	5	$30,815		42
508.0	Director, Student Housing	5	$34,969	24.3%	295	3	$28,136		141
508.1	Associate Director, Student Housing	4	$30,576	25.8%	106	3	$24,300		71
508.2	Housing Officer/Administrative Operations	3	$30,500	11.8%	58	4	$27,280		36
508.3	Housing Officer/Residence Life	2	$26,460	5.2%	68	2	$25,150		89
508.4	Housing Officer/Family Housing	4	$31,584	31.3%	29	4	$23,900		17
509.0	Director, Housing and Food Service	9	$49,750	19.4%	35	3	$41,671		7
510.0	Director, Foreign Students	6	$34,000	25.5%	312	4	$27,093		96
511.0	Director, Student Union	7	$37,877	34.7%	221	4	$28,120		69
511.1	Associate Director, Student Union	4	$30,595	18.5%	74	2	$25,810		44
511.2	Student Union Business Manager	4	$29,511	27.9%	50	3	$23,075		22
512.0	Director, Student Activities	6	$33,696	18.2%	265	3	$28,500		182
513.0	Director, Student Placement	7	$37,648	22.4%	295	4	$30,754		266
514.0	Director, Student Counseling	7	$42,019	22.5%	356	3	$34,307		178
514.1	Associate Director, Student Counseling	5	$36,500	31.7%	71	3	$27,705		55
515.0	Director, Student Health Services (Physician Administrator)	7	$67,110	4.0%	191	4	$64,500		63
516.0	Director, Student Health Services (Nurse Administrator)	3	$32,776	24.9%	5	6	$26,233		323
517.0	Chaplain	6	$32,500	17.3%	129	2	$27,700		22
518.0	Director, Athletics	5	$48,600	26.5%	504	4	$38,419		36
519.0	Director, Sports Information	4	$25,000	12.0%	350	2	$22,330		19
521.0	Director, Athletics/Women	8	$35,438		6	7	$35,700	0.7%	119
522.0	Director, Campus Recreation/Intramurals	5	$30,500	22.0%	235	3	$25,000		54

Table 64

MEANS AND MEDIANS SUMMARY - ALL INSTITUTIONS

POS	TITLE	MEDIAN	MEAN	N
EXECUTIVE				
101.0	Chief Executive Officer, System	$85,000	$89,792	129
101.1	Assistant to the President, System	$50,000	$49,522	73
102.0	Chief Executive Officer, Single Institution	$74,483	$78,581	1352
102.1	Assisfant to the President, Single Institution	$40,340	$41,397	591
103.0	Executive Vice President	$62,000	$67,898	300
ACADEMIC				
201.0	Chief Academic Officer	$56,816	$60,747	1420
201.1	Director, Conferences	$32,338	$33,237	198
202.0	Chief Health Professions Officer	$67,500	$82,760	101
203.0	Director, Library Services	$38,175	$41,013	1236
203.1	Circulation Librarian	$24,205	$25,185	505
203.2	Acquisitions Librarian	$27,400	$28,214	522
203.3	Technical Services Librarian	$27,774	$29,352	667
203.4	Public Services Librarian	$30,000	$31,343	415
203.5	Reference Librarian	$25,883	$27,108	708
204.0	Director, Institutional Research	$40,000	$41,372	549
204.1	Associate Director, Institutional Research	$34,400	$36,688	119
205.0	Director, Educational Media Services	$30,300	$32,661	546
206.0	Director, Learning Resources Center	$34,496	$35,577	490
207.0	Director, International Studies Education	$40,500	$42,847	158
208.0	Director, Computer Center Operations/Academic	$39,514	$41,532	446
208.1	Associate Director, Computer Center Operations/Academic	$37,000	$38,249	178
209.0	Administrator, Grants and Contracts	$41,230	$42,916	451
210.0	Dean, Architecture	$70,000	$69,255	70
211.0	Dean, Agriculture	$71,016	$68,295	89
212.0	Dean, Arts and Letters	$51,474	$54,764	110
213.0	Dean, Arts and Sciences	$58,863	$60,299	419
214.0	Dean, Business	$57,081	$59,052	651
215.0	Dean, Communications	$50,560	$53,610	96
216.0	Dean, Continuing Education	$45,157	$46,567	573
217.0	Dean, Dentistry	$96,900	$94,068	53
218.0	Dean, Education	$57,486	$56,706	419
219.0	Dean, Engineering	$74,076	$72,576	264
220.0	Dean, Experimental Programs	$43,207	$51,272	16
221.0	Dean, Extension	$47,710	$51,206	94
222.0	Dean, Fine Arts	$52,289	$53,263	190
223.0	Dean, Graduate Programs	$59,560	$61,782	366
224.0	Dean, Health-Related Professions	$52,000	$53,080	214
225.0	Dean, Home Economics	$60,000	$60,960	53
226.0	Dean, Humanities	$44,766	$47,140	219
227.0	Dean, Instruction	$48,302	$48,394	50
228.0	Dean, Law	$95,000	$94,499	125
229.0	Dean, Library and Information Sciences	$55,500	$57,219	69
230.0	Dean, Mathematics	$42,899	$44,846	104
231.0	Dean, Medicine	$120,000	$129,308	70
232.0	Dean, Music	$54,090	$55,648	72
233.0	Dean, Nursing	$52,558	$54,858	290
234.0	Dean, Occupational Studies/Vocational Education/Technology	$47,258	$47,169	239
235.0	Dean, Pharmacy	$77,500	$78,250	55
236.0	Dean, Public Health	$94,200	$92,493	17
237.0	Dean, Sciences	$47,702	$51,965	271
238.0	Dean, Social Sciences	$44,612	$47,313	214
239.0	Dean, Social Work	$66,150	$65,609	71
240.0	Dean, Special Programs	$40,136	$42,408	108
241.0	Dean, Undergraduate Programs	$52,000	$52,993	87
242.0	Dean, Veterinary Medicine	$86,000	$87,013	26
ADMINISTRATIVE				
301.0	Chief Business Officer	$53,500	$56,533	1403
301.1	Director, Health and Safety	$36,750	$40,326	177
301.2	Director, Telecommunications	$36,725	$39,426	275
302.0	Chief Planning Officer	$52,330	$54,347	222
303.0	Chief Budgeting Officer	$46,559	$47,813	442
303.1	Associate Budget Director	$36,869	$38,137	199
304.0	Chief Planning and Budget Officer	$55,500	$57,806	98
305.0	General Counsel	$58,422	$61,421	184
305.1	Associate General Counsel	$46,000	$49,641	78
306.0	Chief Personnel/Human Resources Officer	$41,564	$43,373	735
306.1	Associate Director, Personnel/Human Resources	$33,966	$35,857	295
306.2	Manager, Benefits	$27,684	$29,975	317
306.3	Manager, Training and Development	$32,436	$33,841	153
306.4	Manager, Employee Relations	$34,023	$35,026	80
306.5	Manager, Labor Relations	$40,600	$44,174	55
306.6	Manager, Employment	$27,835	$30,027	234
306.7	Manager, Wage and Salary/Manager, Compensation	$32,000	$32,910	176
306.8	Manager, Personnel Information Systems	$31,000	$33,184	105
307.0	Director, Affirmative Action/Equal Employment	$41,167	$41,820	327
307.1	Associate Director, Affirmative Action/Equal Employment	$30,000	$31,475	53
308.0	Director, Personnel and Affirmative Action	$35,235	$35,481	228
309.0	Director, Computer Center	$42,183	$43,823	826
309.1	Associate Director, Computer Center	$36,800	$38,316	244
309.2	Data Base Administrator	$37,500	$37,174	193
309.3	Systems Analyst I (highest level)	$33,350	$33,519	395
309.4	Systems Analyst II (lowest level)	$27,700	$27,885	271
309.5	Programmer Analyst I (highest level)	$27,602	$28,468	528
309.6	Programmer Analyst II (lowest level)	$22,555	$23,088	440
310.0	Director, Computer Center Operations/Administrative	$39,945	$41,585	316
310.1	Associate Director, Computer Center Operations/Administrative	$38,132	$38,403	154
311.0	Director, Information Systems	$47,300	$48,735	242
312.0	Chief, Physical Plant/Facilities Management Officer	$39,700	$41,521	1209
312.1	Associate Director, Physical Plant/Facilities Management	$34,172	$35,718	502
312.2	Manager, Landscape and Grounds	$25,841	$26,896	540
312.3	Manager, Building and Maintenance Trades	$29,328	$30,782	466

Table 64

MEANS AND MEDIANS SUMMARY - ALL INSTITUTIONS (continued)

POS	TITLE	MEDIAN	MEAN	N
312.4	Manager, Technical Trades	$31,128	$32,053	184
312.5	Manager, Custodial Services	$25,400	$26,290	599
312.6	Manager, Power Plant	$32,700	$33,731	268
313.0	Comptroller	$41,000	$43,031	839
313.1	Manager, Payroll	$25,798	$27,386	578
314.0	Director, Accounting	$33,800	$35,314	584
314.1	Staff Accountant (highest level)	$24,997	$25,867	503
314.2	Staff Accountant (lowest level)	$20,050	$20,220	391
315.0	Bursar	$31,023	$32,071	372
315.1	Associate Bursar	$26,800	$27,035	104
316.0	Director, Purchasing	$32,466	$33,818	749
316.1	Associate Director, Purchasing	$29,304	$29,819	222
317.0	Director, Bookstore	$23,990	$25,624	846
317.1	Associate Director, Bookstore	$21,750	$17,938	171
318.0	Director, Internal Audit	$39,595	$40,963	316
319.0	Director, Auxiliary Services	$40,900	$42,267	338
319.1	Manager, Mail Services	$19,500	$22,453	433
320.0	Director, Campus Security	$30,000	$31,610	858
321.0	Director, Risk Management and Insurance	$42,575	$42,833	128
322.0	Administrator, Hospital Medical Center	$96,200	$99,273	52
322.1	Director, Medical Center Public Relations/Affairs	$47,096	$50,806	50
322.2	Director, Medical Center Personnel	$48,750	$47,328	28
EXTERNAL AFFAIRS				
401.0	Chief Development Officer	$49,500	$51,806	874
401.1	Director, Annual Giving	$30,576	$32,276	443
401.2	Director, Corporate/Foundation Relations	$36,136	$38,238	286
401.3	Coordinator, Resource Development	$25,608	$28,231	164
401.4	Director, Estate Planning	$39,200	$40,802	146
402.0	Chief Public Relations Officer	$35,000	$38,455	754
402.1	Director, Governmental/Legislative Relations	$57,048	$57,827	112
403.0	Chief Development and Public Relations Officer	$55,020	$56,664	215
404.0	Director, Alumni Affairs	$29,500	$31,782	772
405.0	Director, Development and Alumni Affairs	$38,567	$41,154	130
406.0	Director, Special and Deferred Gifts	$36,400	$37,880	200
407.0	Director, Church Relations	$26,880	$29,761	100
408.0	Director, Community Services	$36,552	$38,395	215
409.0	Director, Publications	$30,275	$31,781	444
409.1	Associate Director, Publications	$23,664	$24,772	119
409.2	Manager, Printing Services	$26,979	$27,942	432
410.0	Director, Information Office	$31,261	$33,362	416
411.0	Director, News Bureau	$28,000	$29,313	245
STUDENT SERVICES				
501.0	Chief Student Affairs Officer	$47,158	$48,787	1339
502.0	Director, Admissions	$36,813	$37,910	1022
502.1	Associate Director, Admissions	$27,620	$28,763	546
502.2	Assistant Director, Admissions	$21,330	$22,774	562
503.0	Director, Admissions and Registrar	$41,789	$41,956	260
504.0	Registrar	$33,325	$34,335	1126
504.1	Associate Registrar	$29,283	$30,333	306
504.2	Assistant Registrar	$23,023	$23,779	426
505.0	Director, Admissions and Financial Aid	$42,901	$42,983	158
506.0	Director, Student Financial Aid	$32,232	$33,067	1289
506.1	Associate Director, Student Financial Aid	$24,486	$25,830	568
507.0	Director, Food Services	$32,500	$33,609	356
507.1	Associate Director, Food Services	$28,774	$28,465	147
508.0	Director, Student Housing	$28,663	$30,534	650
508.1	Associate Director, Student Housing	$26,500	$27,618	222
508.2	Housing Officer/Administrative Operations	$29,000	$29,609	106
508.3	Housing Officer/Residence Life	$22,100	$24,074	260
508.4	Housing Officer/Family Housing	$27,894	$28,698	52
509.0	Director, Housing and Food Service	$48,360	$48,885	48
510.0	Director, Foreign Students	$29,917	$30,791	257
511.0	Director, Student Union	$34,125	$34,526	351
511.1	Associate Director, Student Union	$27,900	$29,078	130
511.2	Student Union Business Manager	$27,835	$28,081	78
512.0	Director, Student Activities	$27,316	$29,297	765
513.0	Director, Student Placement	$30,000	$31,477	911
514.0	Director, Student Counseling	$34,800	$35,628	891
514.1	Associate Director, Student Counseling	$30,648	$30,945	181
515.0	Director, Student Health Services (Physician Administrator)	$63,326	$59,588	287
516.0	Director, Student Health Services (Nurse Administrator)	$23,666	$25,062	525
517.0	Chaplain	$26,600	$27,961	312
518.0	Director, Athletics	$41,234	$44,003	903
519.0	Director, Sports Information	$23,712	$25,040	445
520.0	Director, Athletics/Men	$41,900	$42,700	76
521.0	Director, Athletics/Women	$32,860	$34,099	157
522.0	Director, Campus Recreation/Intramurals	$27,857	$29,163	380

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Table 65
Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Executive Officer of a Single Institution (President/Chancellor) **POSITION CODE:** 102.0
POSITION DESCRIPTION: The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$74,483	$61,832	$90,000	1352
2	Medical Schools and Centers	$112,350	$100,364	$160,000	26
3	Two-Year Technical Institutes	$61,662	$57,600	$70,685	25
4	Theological Seminaries	$55,214	$46,222	$63,904	36
5	Private Independent Institutions	$85,000	$66,821	$107,000	340
6	Private Religious Institutions	$65,000	$52,800	$80,000	305
7	All Universities	$90,000	$77,000	$107,500	360
8	Public Universities with Enrollments 5,000 or Less	$75,100	$70,000	$84,000	64
9	Public Universities with Enrollments 5,001 to 10,000	$82,100	$75,000	$94,291	83
10	Public Universities with Enrollments 10,001 to 18,000	$92,100	$88,556	$101,124	58
11	Public Universities with Enrollments 18,001 or More	$107,980	$99,506	$117,600	34
12	Private Universities with Enrollments 2,000 or Less	$80,000	$65,000	$95,000	34
13	Private Universities with Enrollments 2,001 to 4,000	$96,000	$86,000	$108,000	39
14	Private Universities with Enrollments 4,001 to 7,000	$110,000	$100,000	$130,000	25
15	Private Universities with Enrollments 7,001 or More	$162,000	$129,000	$190,000	23
16	All Four-Year Colleges	$73,226	$59,396	$85,000	503
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$71,715	$59,000	$75,300	28
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$72,400	$65,182	$76,500	28
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$75,000	$63,750	$81,310	20
20	Public Four-Year Colleges with Enrollments 4,001 or More	$83,004	$77,100	$84,500	29
21	Private Four-Year Colleges with Enrollments 600 or Less	$54,092	$43,590	$67,000	103
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$65,000	$56,334	$81,791	104
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$77,000	$67,000	$86,170	97
24	Private Four-Year Colleges with Enrollments 1,601 or More	$92,000	$75,500	$110,000	94
25	All Two-Year Colleges	$65,600	$59,000	$73,356	355
26	Public Two-Year Colleges with Enrollments 1,300 or Less	$58,582	$54,628	$65,000	89
27	Public Two-Year Colleges with Enrollments 1,301 to 2,400	$65,400	$60,500	$70,000	87
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$69,651	$65,000	$74,464	78
29	Public Two-Year Colleges with Enrollments 4,701 or More	$75,700	$68,620	$85,164	59
30	Private Two-Year Colleges with Enrollments 300 or Less	$44,450	$35,000	$54,000	10
31	Private Two-Year Colleges with Enrollments 301 to 450	$47,108	$38,000	$50,100	13
32	Private Two-Year Colleges with Enrollments 451 to 800	$60,000	$57,500	$71,000	10
33	Private Two-Year Colleges with Enrollments 801 or More	$80,000	$65,000	$85,000	9
34	Public Universities with Budgets $29 Million or Less	$75,000	$67,500	$80,000	67
35	Public Universities with Budgets $29.1-$61 Million	$81,000	$75,000	$90,625	68
36	Public Universities with Budgets $61.1-$169 Million	$97,405	$88,900	$100,908	65
37	Public Universities with Budgets $169.1 Million or More	$115,165	$103,880	$128,220	39
38	Private Universities with Budgets $21 Million or Less	$82,000	$67,000	$95,000	37
39	Private Universities with Budgets $21.1-$34 Million	$96,000	$85,000	$108,078	31
40	Private Universities with Budgets $34.1-$83 Million	$110,000	$100,000	$129,000	30
41	Private Universities with Budgets $83.1 Million or More	$185,000	$150,000	$190,000	23
42	Public Four-Year Colleges with Budgets $9 Million or Less	$60,057	$57,240	$69,500	24
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$70,000	$61,744	$76,500	28
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$77,500	$75,000	$83,994	25
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$80,414	$77,100	$87,000	28
46	Private Four-Year Colleges with Budgets $6 Million or Less	$55,000	$44,101	$65,000	122
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$67,000	$58,300	$79,500	82
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$80,000	$67,200	$93,500	106
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$96,000	$80,500	$111,000	88
50	Public Two-Year Colleges with Budgets $5 Million or Less	$57,616	$52,800	$63,200	76
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$65,000	$60,000	$68,598	90
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$69,596	$65,500	$73,775	89
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$77,316	$71,000	$85,164	58
54	Private Two-Year Colleges with Budgets $2 Million or Less	$35,000	$27,600	$44,450	12
55	Private Two-Year Colleges with Budgets $2.1-$3 Million	$48,000	$38,000	$50,100	8
56	Private Two-Year Colleges with Budgets $3.1-$5 Million	$61,750	$56,000	$78,000	10
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$65,000	$57,750	$75,075	12

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Table 66

Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Academic Officer (may also be titled Provost) **POSITION CODE:** 201.0

POSITION DESCRIPTION: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$56,816	$46,130	$70,300	1420
2	Medical Schools and Centers	$109,200	$88,000	$140,520	22
3	Two-Year Technical Institutes	$46,146	$43,000	$52,696	28
4	Theological Seminaries	$40,118	$35,000	$49,078	31
5	Private Independent Institutions	$59,000	$45,900	$75,000	333
6	Private Religious Institutions	$46,000	$38,200	$56,927	313
7	All Universities	$75,000	$63,000	$87,999	406
8	Public Universities with Enrollments 5,000 or Less	$62,004	$52,026	$67,000	65
9	Public Universities with Enrollments 5,001 to 10,000	$72,019	$63,900	$80,720	84
10	Public Universities with Enrollments 10,001 to 18,000	$81,648	$73,515	$86,850	63
11	Public Universities with Enrollments 18,001 or More	$91,350	$81,304	$101,000	63
12	Private Universities with Enrollments 2,000 or Less	$50,000	$43,000	$63,860	28
13	Private Universities with Enrollments 2,001 to 4,000	$68,930	$60,000	$75,000	45
14	Private Universities with Enrollments 4,001 to 7,000	$77,000	$70,080	$100,200	29
15	Private Universities with Enrollments 7,001 or More	$106,000	$90,000	$133,000	29
16	All Four-Year Colleges	$52,513	$42,150	$64,000	505
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$55,300	$47,500	$61,625	28
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$62,000	$51,118	$69,747	26
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$63,750	$49,468	$66,189	20
20	Public Four-Year Colleges with Enrollments 4,001 or More	$70,191	$67,061	$79,000	29
21	Private Four-Year Colleges with Enrollments 600 or Less	$38,115	$32,500	$43,409	96
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$46,130	$40,000	$53,000	104
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$53,400	$47,000	$61,500	104
24	Private Four-Year Colleges with Enrollments 1,601 or More	$65,000	$59,431	$75,580	98
25	All Two-Year Colleges	$51,228	$45,110	$57,803	385
26	Public Two-Year Colleges with Enrollments 1,200 or Less	$46,944	$42,972	$51,852	88
27	Public Two-Year Colleges with Enrollments 1,201 to 2,400	$48,996	$45,000	$53,211	89
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$53,630	$50,000	$58,100	78
29	Public Two-Year Colleges with Enrollments 4,701 or More	$60,527	$56,270	$67,060	88
30	Private Two-Year Colleges with Enrollments 300 or Less	$24,629	$24,500	$33,000	10
31	Private Two-Year Colleges with Enrollments 301 to 450	$34,200	$25,000	$40,000	12
32	Private Two-Year Colleges with Enrollments 451 to 800	$43,750	$34,456	$46,750	11
33	Private Two-Year Colleges with Enrollments 801 or More	$46,750	$42,000	$58,300	9
34	Public Universities with Budgets $29 Million or Less	$62,000	$54,228	$67,000	71
35	Public Universities with Budgets $29.1-$61 Million	$71,600	$63,354	$78,398	69
36	Public Universities with Budgets $61.1-$169 Million	$81,304	$77,004	$87,156	69
37	Public Universities with Budgets $169.1 Million or More	$92,400	$84,000	$103,500	66
38	Private Universities with Budgets $21 Million or Less	$53,000	$44,500	$63,860	34
39	Private Universities with Budgets $21.1-$34 Million	$70,000	$60,000	$75,000	33
40	Private Universities with Budgets $34.1-$82 Million	$80,000	$66,750	$92,200	37
41	Private Universities with Budgets $83.1 Million or More	$121,000	$103,400	$135,000	27
42	Public Four-Year Colleges with Budgets $9 Million or Less	$48,640	$43,727	$56,904	23
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$58,812	$51,118	$65,000	28
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$63,384	$61,230	$68,250	24
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$70,191	$67,643	$79,000	28
46	Private Four-Year Colleges with Budgets $6 Million or Less	$38,826	$33,000	$43,125	114
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$46,130	$40,000	$52,440	80
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$54,000	$47,500	$61,500	110
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$66,500	$57,900	$76,000	98
50	Public Two-Year Colleges with Budgets $5 Million or Less	$45,500	$40,411	$51,500	75
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$49,010	$45,100	$53,088	90
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$53,681	$49,403	$57,556	93
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$61,906	$57,000	$67,182	85
54	Private Two-Year Colleges with Budgets $2 Million or Less	$25,000	$22,760	$32,045	11
55	Private Two-Year Colleges with Budgets $2.1-$3 Million	$29,844	$25,000	$33,000	8
56	Private Two-Year Colleges with Budgets $3.1-$5 Million	$40,000	$34,400	$46,750	11
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$42,000	$42,000	$49,061	12

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Table 67

Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Business Officer POSITION CODE: 301.0

POSITION DESCRIPTION: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$53,500	$43,266	$67,300	1403
2	Medical Schools and Centers	$75,600	$56,784	$100,000	23
3	Two-Year Technical Institutes	$46,740	$41,410	$52,723	29
4	Theological Seminaries	$35,020	$30,000	$43,407	34
5	Private Independent Institutions	$56,000	$42,000	$71,100	314
6	Private Religious Institutions	$44,434	$35,000	$55,700	304
7	All Universities	$70,000	$58,000	$81,936	395
8	Public Universities with Enrollments 5,000 or Less	$54,156	$47,700	$65,037	66
9	Public Universities with Enrollments 5,001 to 10,000	$66,967	$60,030	$75,626	85
10	Public Universities with Enrollments 10,001 to 18,000	$76,308	$68,512	$80,855	61
11	Public Universities with Enrollments 18,001 or More	$83,532	$75,100	$93,000	63
12	Private Universities with Enrollments 2,000 or Less	$43,792	$36,700	$53,441	29
13	Private Universities with Enrollments 2,001 to 4,000	$66,100	$59,000	$76,500	41
14	Private Universities with Enrollments 4,001 to 7,000	$77,175	$68,500	$92,500	24
15	Private Universities with Enrollments 7,001 or More	$100,000	$85,000	$116,900	26
16	All Four-Year Colleges	$50,000	$40,048	$61,850	497
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$48,579	$44,003	$59,400	30
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$59,244	$52,900	$63,097	27
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$58,200	$40,236	$62,050	20
20	Public Four-Year Colleges with Enrollments 4,001 or More	$67,800	$58,930	$70,875	28
21	Private Four-Year Colleges with Enrollments 600 or Less	$35,000	$30,000	$42,700	94
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$45,600	$38,500	$52,500	105
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$51,000	$43,000	$59,600	27
24	Private Four-Year Colleges with Enrollments 1,601 or More	$65,466	$52,000	$77,955	96
25	All Two-Year Colleges	$48,956	$42,354	$56,152	383
26	Public Two-Year Colleges with Enrollments 1,300 or Less	$42,549	$38,016	$47,930	85
27	Public Two-Year Colleges with Enrollments 1,301 to 2,400	$47,532	$43,055	$52,735	96
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$51,115	$46,560	$56,185	82
29	Public Two-Year Colleges with Enrollments 4,701 or More	$59,486	$54,000	$67,000	85
30	Private Two-Year Colleges with Enrollments 300 or Less	$27,175	$25,920	$29,160	9
31	Private Two-Year Colleges with Enrollments 301 to 450	$35,146	$31,000	$40,000	9
32	Private Two-Year Colleges with Enrollments 451 to 800	$33,500	$29,500	$46,350	10
33	Private Two-Year Colleges with Enrollments 801 or More	$44,000	$34,850	$51,000	7
34	Public Universities with Budgets $29 Million or Less	$53,361	$47,250	$61,524	69
35	Public Universities with Budgets $29.1-$61 Million	$65,350	$60,030	$72,000	70
36	Public Universities with Budgets $61.1-$169 Million	$75,100	$69,900	$79,500	69
37	Public Universities with Budgets $169.1 Million or More	$85,000	$79,380	$95,000	67
38	Private Universities with Budgets $21 Million or Less	$45,000	$37,220	$59,000	35
39	Private Universities with Budgets $21.1-$34 Million	$64,000	$56,676	$74,200	31
40	Private Universities with Budgets $34.1-$83 Million	$78,000	$66,100	$86,000	31
41	Private Universities with Budgets $83.1 Million or More	$107,000	$97,300	$121,000	23
42	Public Four-Year Colleges with Budgets $9 Million or Less	$44,250	$38,165	$49,679	23
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$54,200	$48,975	$60,700	29
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$60,625	$56,545	$65,000	26
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$66,690	$59,898	$70,812	27
46	Private Four-Year Colleges with Budgets $6 Million or Less	$35,875	$30,760	$43,000	113
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$45,000	$37,597	$50,000	82
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$51,602	$46,000	$61,025	106
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$68,080	$57,500	$81,600	91
50	Public Two-Year Colleges with Budgets $5 Million or Less	$41,575	$37,020	$45,773	75
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$47,000	$43,265	$50,816	90
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$51,254	$46,560	$55,692	97
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$59,486	$55,000	$67,182	86
54	Private Two-Year Colleges with Budgets $2 Million or Less	$23,920	$19,478	$28,600	8
55	Private Two-Year Colleges with Budgets $2.1-$3 Million	$29,160	$27,175	$31,600	8
56	Private Two-Year Colleges with Budgets $3.1-$5 Million	$39,080	$31,000	$46,350	9
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$40,767	$34,850	$50,794	10

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Table 68

Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Personnel/Human Resources Officer **POSITION CODE:** 306.0

POSITION DESCRIPTION: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$41,564	$32,011	$53,081	735
2	Medical Schools and Centers	$52,000	$46,350	$63,600	22
3	Two-Year Technical Institutes	$31,212	$25,709	$40,656	13
4	Theological Seminaries	$35,000	$17,916	$35,000	3
5	Private Independent Institutions	$37,000	$28,000	$48,750	181
6	Private Religious Institutions	$33,000	$25,850	$41,900	96
7	All Universities	$46,350	$37,966	$59,850	323
8	Public Universities with Enrollments 5,000 or Less	$35,000	$29,689	$38,645	37
9	Public Universities with Enrollments 5,001 to 10,000	$43,100	$37,384	$47,770	68
10	Public Universities with Enrollments 10,001 to 18,000	$50,628	$43,824	$58,800	60
11	Public Universities with Enrollments 18,001 or More	$63,000	$53,000	$69,809	63
12	Private Universities with Enrollments 2,000 or Less	$28,980	$25,958	$37,455	12
13	Private Universities with Enrollments 2,001 to 4,000	$37,000	$31,800	$43,202	33
14	Private Universities with Enrollments 4,001 to 7,000	$50,000	$43,400	$58,968	23
15	Private Universities with Enrollments 7,001 or More	$66,000	$50,400	$72,500	27
16	All Four-Year Colleges	$33,622	$26,500	$41,700	206
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$34,429	$27,847	$37,275	9
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$36,327	$28,000	$37,370	12
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$33,360	$30,924	$42,303	11
20	Public Four-Year Colleges with Enrollments 4,001 or More	$48,318	$42,367	$56,624	23
21	Private Four-Year Colleges with Enrollments 600 or Less	$19,110	$14,700	$22,000	12
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$29,810	$25,000	$34,140	21
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$27,500	$23,000	$33,622	51
24	Private Four-Year Colleges with Enrollments 1,601 or More	$38,600	$30,900	$45,640	67
25	All Two-Year Colleges	$40,280	$32,689	$52,413	148
26	Public Two-Year Colleges with Enrollments 1,300 or Less	$24,134	$23,933	$27,468	9
27	Public Two-Year Colleges with Enrollments 1,301 to 2,400	$32,826	$27,353	$36,630	31
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$39,430	$34,308	$45,682	36
29	Public Two-Year Colleges with Enrollments 4,701 or More	$53,300	$45,000	$58,680	65
30	Private Two-Year Colleges with Enrollments 300 or Less	$27,500	$27,500	$27,500	1
31	Private Two-Year Colleges with Enrollments 301 to 450	$20,320	$20,320	$20,320	1
32	Private Two-Year Colleges with Enrollments 451 to 800	$20,685	$17,500	$28,734	3
33	Private Two-Year Colleges with Enrollments 801 or More	$28,000	$28,000	$31,500	2
34	Public Universities with Budgets $29 Million or Less	$33,037	$27,784	$36,656	36
35	Public Universities with Budgets $29.1-$61 Million	$41,200	$37,350	$46,000	58
36	Public Universities with Budgets $61.1-$169 Million	$50,744	$45,000	$58,167	65
37	Public Universities with Budgets $169.1 Million or More	$62,125	$53,000	$70,250	69
38	Private Universities with Budgets $21 Million or Less	$28,652	$25,958	$30,110	12
39	Private Universities with Budgets $21.1-$34 Million	$37,000	$31,500	$42,800	28
40	Private Universities with Budgets $34.1-$83 Million	$45,800	$42,100	$56,160	30
41	Private Universities with Budgets $83.1 Million or More	$66,500	$54,000	$78,000	25
42	Public Four-Year Colleges with Budgets $9 Million or Less	$26,586	$19,273	$34,429	6
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$31,130	$18,720	$40,000	7
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$36,900	$32,400	$44,000	19
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$48,508	$41,700	$56,624	23
46	Private Four-Year Colleges with Budgets $6 Million or Less	$17,770	$16,000	$26,500	14
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$26,855	$19,780	$31,000	21
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$29,562	$25,000	$33,437	47
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$38,925	$31,500	$45,640	69
50	Public Two-Year Colleges with Budgets $5 Million or Less	$24,000	$16,740	$28,862	10
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$32,500	$26,780	$34,944	24
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$38,093	$34,613	$43,300	44
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$52,776	$44,840	$58,680	63
55	Private Two-Year Colleges with Budgets $2.1-$3 Million	$20,320	$20,320	$20,320	1
56	Private Two-Year Colleges with Budgets $3.1-$5 Million	$17,500	$17,500	$27,500	2
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$28,000	$20,685	$28,734	4

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Table 69

Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Development Officer POSITION CODE: 401.0

POSITION DESCRIPTION: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$49,500	$39,431	$62,000	874
2	Medical Schools and Centers	$61,963	$57,000	$75,780	17
3	Two-Year Technical Institutes	$40,188	$35,524	$46,612	10
4	Theological Seminaries	$40,068	$35,000	$46,900	27
5	Private Independent Institutions	$54,496	$42,299	$68,000	279
6	Private Religious Institutions	$41,890	$33,500	$52,650	256
7	All Universities	$61,800	$50,000	$72,030	281
8	Public Universities with Enrollments 5,000 or Less	$48,000	$43,639	$52,560	32
9	Public Universities with Enrollments 5,001 to 10,000	$56,250	$47,184	$65,558	62
10	Public Universities with Enrollments 10,001 to 18,000	$61,000	$50,000	$71,436	44
11	Public Universities with Enrollments 18,001 or More	$70,000	$64,170	$78,756	35
12	Private Universities with Enrollments 2,000 or Less	$45,500	$37,500	$59,150	23
13	Private Universities with Enrollments 2,001 to 4,000	$59,000	$52,200	$66,000	36
14	Private Universities with Enrollments 4,001 to 7,000	$70,000	$65,000	$89,000	25
15	Private Universities with Enrollments 7,001 or More	$83,000	$74,250	$100,000	24
16	All Four-Year Colleges	$46,000	$37,700	$56,70	395
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$41,189	$39,307	$46,600	13
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$50,000	$43,404	$50,000	9
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$46,000	$34,000	$59,610	8
20	Public Four-Year Colleges with Enrollments 4,001 or More	$52,000	$40,100	$60,826	16
21	Private Four-Year Colleges with Enrollments 600 or Less	$34,500	$28,050	$40,000	71
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$41,288	$36,060	$48,500	95
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$49,566	$42,000	$57,800	94
24	Private Four-Year Colleges with Enrollments 1,601 or More	$57,200	$47,250	$71,020	89
25	All Two-Year Colleges	$40,705	$34,194	$49,176	120
26	Public Two-Year Colleges with Enrollments 1,300 or Less	$37,140	$34,806	$45,884	15
27	Public Two-Year Colleges with Enrollments 1,301 to 2,400	$37,293	$32,287	$42,172	26
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$44,419	$35,559	$50,303	25
29	Public Two-Year Colleges with Enrollments 4,701 or More	$49,065	$44,457	$54,487	32
30	Private Two-Year Colleges with Enrollments 300 or Less	$25,000	$19,478	$27,500	8
31	Private Two-Year Colleges with Enrollments 301 to 450	$26,000	$17,200	$29,500	4
32	Private Two-Year Colleges with Enrollments 451 to 800	$35,700	$31,450	$45,400	8
33	Private Two-Year Colleges with Enrollments 801 or More	$32,800	$32,800	$56,730	2
34	Public Universities with Budgets $29 Million or Less	$49,113	$43,450	$54,600	36
35	Public Universities with Budgets $29.1-$61 Million	$54,018	$45,000	$62,053	53
36	Public Universities with Budgets $61.1-$169 Million	$62,975	$53,052	$72,984	48
37	Public Universities with Budgets $169.1 Million or More	$70,000	$65,000	$77,808	36
38	Private Universities with Budgets $21 Million or Less	$49,965	$38,000	$55,373	27
39	Private Universities with Budgets $21.1-$34 Million	$58,553	$49,728	$65,000	28
40	Private Universities with Budgets $34.1-$83 Million	$75,000	$63,600	$86,000	29
41	Private Universities with Budgets $83.1 Million or More	$85,500	$72,000	$101,000	24
42	Public Four-Year Colleges with Budgets $9 Million or Less	$40,000	$37,871	$41,010	6
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$45,962	$27,432	$50,000	11
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$50,500	$41,168	$58,800	15
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$53,700	$44,289	$62,583	14
46	Private Four-Year Colleges with Budgets $6 Million or Less	$35,000	$30,000	$40,000	89
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$42,000	$37,000	$50,150	75
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$49,566	$43,250	$57,512	94
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$57,640	$47,965	$73,000	91
50	Public Two-Year Colleges with Budgets $5 Million or Less	$36,000	$34,806	$37,268	13
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$37,293	$29,460	$45,885	23
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$44,419	$35,559	$49,000	28
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$49,065	$39,304	$54,487	34
54	Private Two-Year Colleges with Budgets $2 Million or Less	$19,478	$18,000	$24,000	5
55	Private Two-Year Colleges with Budgets $2.1-$5 Million	$26,622	$25,000	$27,509	3
56	Private Two-Year Colleges with Budgets $5.1-$5 Million	$31,450	$26,000	$39,900	7
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$45,400	$33,075	$51,000	7

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Table 70

Summary of All Reported Salaries By Institutional Type

POSITION TITLE: Chief Student Affairs Officer POSITION CODE: 501.0

POSITION DESCRIPTION: The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union relationships with student organizations, and related functions.

TABLE	INSTITUTIONAL TYPE	MED	Q1	Q3	N
1	All Institutions	$47,158	$37,500	$58,510	1339
2	Medical Schools and Centers	$58,968	$53,000	$74,162	17
3	Two-Year Technical Institutes	$37,768	$35,842	$50,244	26
4	Theological Seminaries	$34,800	$28,670	$37,500	23
5	Private Independent Institutions	$45,000	$35,299	$55,000	309
6	Private Religious Institutions	$35,805	$30,000	$43,992	298
7	All Universities	$60,480	$49,550	$70,934	397
8	Public Universities with Enrollments 5,000 or Less	$49,392	$43,858	$55,910	62
9	Public Universities with Enrollments 5,001 to 10,000	$60,500	$53,600	$64,500	86
10	Public Universities with Enrollments 10,001 to 18,000	$67,452	$60,850	$74,400	67
11	Public Universities with Enrollments 18,001 or More	$73,700	$67,472	$81,230	53
12	Private Universities with Enrollments 2,000 or Less	$39,000	$30,305	$45,000	29
13	Private Universities with Enrollments 2,001 to 4,000	$50,700	$47,360	$59,050	43
14	Private Universities with Enrollments 4,001 to 7,000	$66,465	$56,685	$74,600	30
15	Private Universities with Enrollments 7,001 or More	$73,500	$55,000	$83,500	27
16	All Four-Year Colleges	$40,450	$32,500	$49,400	497
17	Public Four-Year Colleges with Enrollments 2,000 or Less	$41,802	$39,098	$46,707	30
18	Public Four-Year Colleges with Enrollments 2,001 to 3,000	$50,000	$42,950	$53,340	28
19	Public Four-Year Colleges with Enrollments 3,001 to 4,000	$51,500	$39,360	$58,000	19
20	Public Four-Year Colleges with Enrollments 4,001 or More	$59,380	$56,522	$64,556	27
21	Private Four-Year Colleges with Enrollments 600 or Less	$29,480	$25,000	$34,400	88
22	Private Four-Year Colleges with Enrollments 601 to 1,000	$34,700	$30,785	$40,000	102
23	Private Four-Year Colleges with Enrollments 1,001 to 1,600	$40,450	$35,000	$46,350	102
24	Private Four-Year Colleges with Enrollments 1,601 or More	$48,407	$43,000	$55,788	101
25	All Two-Year Colleges	$46,149	$39,600	$53,088	348
26	Public Two-Year Colleges with Enrollments 1,300 or Less	$42,549	$36,984	$47,800	73
27	Public Two-Year Colleges with Enrollments 1,301 to 2,400	$44,547	$40,080	$49,039	94
28	Public Two-Year Colleges with Enrollments 2,401 to 4,700	$49,000	$44,800	$54,273	76
29	Public Two-Year Colleges with Enrollments 4,701 or More	$58,100	$51,081	$62,500	71
30	Private Two-Year Colleges with Enrollments 300 or Less	$23,500	$21,287	$24,180	9
31	Private Two-Year Colleges with Enrollments 301 to 450	$24,000	$22,100	$32,000	8
32	Private Two-Year Colleges with Enrollments 451 to 800	$32,200	$26,290	$37,950	11
33	Private Two-Year Colleges with Enrollments 801 or More	$34,000	$29,660	$42,000	6
34	Public Universities with Budgets $29 Million or Less	$49,300	$43,452	$55,000	68
35	Public Universities with Budgets $29.1-$61 Million	$60,000	$53,500	$62,250	70
36	Public Universities with Budgets $61.1-$169 Million	$67,673	$62,400	$73,788	72
37	Public Universities with Budgets $169.1 Million or More	$76,379	$67,737	$83,000	58
38	Private Universities with Budgets $21 Million or Less	$39,000	$30,305	$47,500	35
39	Private Universities with Budgets $21.1-$34 Million	$50,500	$47,350	$58,000	33
40	Private Universities with Budgets $34.1-$83 Million	$62,500	$50,700	$73,000	35
41	Private Universities with Budgets $83.1 Million or More	$74,600	$65,000	$84,000	26
42	Public Four-Year Colleges with Budgets $9 Million or Less	$39,098	$33,300	$45,000	23
43	Public Four-Year Colleges with Budgets $9.1-$15 Million	$47,466	$40,824	$52,000	30
44	Public Four-Year Colleges with Budgets $15.1-$24 Million	$51,500	$48,400	$58,000	25
45	Public Four-Year Colleges with Budgets $24.1 Million or More	$59,380	$56,522	$64,272	26
46	Private Four-Year Colleges with Budgets $6 Million or Less	$30,000	$26,393	$34,400	106
47	Private Four-Year Colleges with Budgets $6.1-$9 Million	$34,500	$30,000	$39,925	83
48	Private Four-Year Colleges with Budgets $9.1-$15 Million	$41,700	$36,050	$47,000	104
49	Private Four-Year Colleges with Budgets $15.1 Million or More	$48,964	$43,900	$56,900	100
50	Public Two-Year Colleges with Budgets $5 Million or Less	$39,140	$35,393	$46,092	61
51	Public Two-Year Colleges with Budgets $5.1-$9 Million	$44,547	$40,235	$47,800	92
52	Public Two-Year Colleges with Budgets $9.1-$18 Million	$49,800	$45,000	$54,560	93
53	Public Two-Year Colleges with Budgets $18.1 Million or More	$58,240	$51,184	$62,500	68
54	Private Two-Year Colleges with Budgets $2 Million or Less	$22,440	$22,055	$23,920	7
55	Private Two-Year Colleges with Budgets $2.1-$3 Million	$23,500	$20,400	$24,180	7
56	Private Two-Year Colleges with Budgets $3.1-$5 Million	$32,200	$25,200	$34,400	9
57	Private Two-Year Colleges with Budgets $5.1 Million or More	$33,948	$29,761	$42,000	11

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 1

TABLE 71

SALARY	101.0	101.1	102.0	102.1	103.0	201.0	201.1	202.0	203.0	203.1
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999										
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999										
$168,000-$169,999										
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										
$144,000-$145,999										
$142,000-$143,999										
$140,000-$141,999										
$138,000-$139,999										
$136,000-$137,999										
$134,000-$135,999										
$132,000-$133,999										
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999										
$124,000-$125,999										
$122,000-$123,999										
$120,000-$121,999										
$118,000-$119,999										
$116,000-$117,999										
$114,000-$115,999										
$112,000-$113,999										
$110,000-$111,999										
$108,000-$109,999										
$106,000-$107,999										
$104,000-$105,999										
$102,000-$103,999										
$100,000-$101,999										
$ 98,000-$ 99,999										
$ 96,000-$ 97,999										
$ 94,000-$ 95,999										
$ 92,000-$ 93,999										
$ 90,000-$ 91,999										
$ 88,000-$ 89,999										
$ 86,000-$ 87,999										
$ 84,000-$ 85,999										
$ 82,000-$ 83,999										
$ 80,000-$ 81,999										
$ 78,000-$ 79,999										
$ 76,000-$ 77,999										
$ 74,000-$ 75,999										
$ 72,000-$ 73,999										
$ 70,000-$ 71,999										
$ 68,000-$ 69,999										
$ 66,000-$ 67,999										
$ 64,000-$ 65,999										
$ 62,000-$ 63,999										
$ 60,000-$ 61,999										
$ 58,000-$ 59,999										
$ 56,000-$ 57,999										
$ 54,000-$ 55,999										
$ 52,000-$ 53,999										
$ 50,000-$ 51,999										
$ 48,000-$ 49,999										
$ 46,000-$ 47,999										
$ 44,000-$ 45,999										
$ 42,000-$ 43,999										
$ 40,000-$ 41,999										
$ 38,000-$ 39,999										
$ 36,000-$ 37,999										
$ 34,000-$ 35,999										
$ 32,000-$ 33,999										
$ 30,000-$ 31,999										
$ 28,000-$ 29,999										
$ 26,000-$ 27,999										
$ 24,000-$ 25,999										
$ 22,000-$ 23,999										
$ 20,000-$ 21,999										
$ 18,000-$ 19,999										
$ 16,000-$ 17,999										
$ 14,000-$ 15,999										
$ 12,000-$ 13,999										
$ 10,000-$ 11,999										
N	129	73	1352	593	300	1420	198	101	1236	505
MEAN SALARY	$ 89,792	$ 49,522	$ 78,581	$ 41,397	$ 67,898	$ 60,747	$ 33,237	$ 82,760	$ 41,013	$ 25,185

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 2

SALARY	203.2	203.3	203.4	203.5	204.0	204.1	205.0	206.0	207.0	208.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999										
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999										
$168,000-$169,999										
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										
$144,000-$145,999										
$142,000-$143,999										
$140,000-$141,999										
$138,000-$139,999										
$136,000-$137,999										
$134,000-$135,999										
$132,000-$133,999										
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999										
$124,000-$125,999										
$122,000-$123,999										
$120,000-$121,999										
$118,000-$119,999										
$116,000-$117,999										
$114,000-$115,999										
$112,000-$113,999										
$110,000-$111,999										
$108,000-$109,999										
$106,000-$107,999										
$104,000-$105,999										
$102,000-$103,999										
$100,000-$101,999										
$ 98,000-$ 99,999										
$ 96,000-$ 97,999										
$ 94,000-$ 95,999										
$ 92,000-$ 93,999									1	
$ 90,000-$ 91,999					1					2
$ 88,000-$ 89,999										
$ 86,000-$ 87,999										2
$ 84,000-$ 85,999										3
$ 82,000-$ 83,999										
$ 80,000-$ 81,999									1	1
$ 78,000-$ 79,999					1				1	1
$ 76,000-$ 77,999										
$ 74,000-$ 75,999					1	1	1	1	1	4
$ 72,000-$ 73,999	1			1	1		1	1	2	1
$ 70,000-$ 71,999					1		1		1	5
$ 68,000-$ 69,999	1				1			1	1	1
$ 66,000-$ 67,999		1			1		4	1	2	8
$ 64,000-$ 65,999	1				1		1	1	1	8
$ 62,000-$ 63,999					1	1	3	1	2	6
$ 60,000-$ 61,999		1			1		1	4	1	7
$ 58,000-$ 59,999					1	1	4	5	1	5
$ 56,000-$ 57,999	1	1		1	1		1	5	1	10
$ 54,000-$ 55,999	1	1		2	2		4	8	4	11
$ 52,000-$ 53,999	3	4		3	3		10	10	1	13
$ 50,000-$ 51,999	5	4		4	3		3	10	1	17
$ 48,000-$ 49,999	10	13	4	6	2		15	16	6	19
$ 46,000-$ 47,999	3	10	6	8	2		17	19	5	17
$ 44,000-$ 45,999	9	16	15	10	3		21	15	4	20
$ 42,000-$ 43,999	12	20	16	12	6		23	13	11	21
$ 40,000-$ 41,999	9	17	18	13	10	10	22	27	8	25
$ 38,000-$ 39,999	16	21	19	13	16	4	20	25	5	29
$ 36,000-$ 37,999	19	31	22	19	14	5	28	22	10	29
$ 34,000-$ 35,999	15	17	17	30	19	13	25	34	5	27
$ 32,000-$ 33,999	17	30	13	40	13	18	29	29	11	20
$ 30,000-$ 31,999	41	58	37	51	23	13	39	29	5	22
$ 28,000-$ 29,999	52	54	33	60	25	12	43	20	10	16
$ 26,000-$ 27,999	43	56	28	54	15	8	42	11	7	19
$ 24,000-$ 25,999	50	57	39	43	9	5	15	18	5	17
$ 22,000-$ 23,999	54	61	28	37	11	2	19	23	5	15
$ 20,000-$ 21,999	46	58	34	59	11	1	41	18	5	12
$ 18,000-$ 19,999	20	50	26	70	6	3	26	16	3	13
$ 16,000-$ 17,999	22	16	19	42	3	1	16	11	4	4
$ 14,000-$ 15,999	11	11	2	21	2		15	6		1
$ 12,000-$ 13,999	17	7	7	6	1	1	1	5		
$ 10,000-$ 11,999		2	1	1			4	2	1	1
N	522	567	415	708	549	139	546	490	158	446
MEAN SALARY	$ 28,214	$ 29,352	$ 31,343	$ 27,108	$ 41,372	$ 36,688	$ 32,661	$ 35,557	$ 42,847	$ 41,532

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 3

SALARY	208.1	209.0	210.0	211.0	212.0	213.0	214.0	215.0	216.0	217.0
$200,000 or More										1
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999										
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999										
$168,000-$169,999										
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										
$144,000-$145,999										
$142,000-$143,999										1
$140,000-$141,999										1
$138,000-$139,999										
$136,000-$137,999										
$134,000-$135,999										
$132,000-$133,999							1			
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999							1			1
$124,000-$125,999							1			
$122,000-$123,999						1				2
$120,000-$121,999						1	1			1
$118,000-$119,999						1	1	1	1	2
$116,000-$117,999							1			1
$114,000-$115,999					1		1		1	2
$112,000-$113,999							1			
$110,000-$111,999							4		1	
$108,000-$109,999				1		1	1			2
$106,000-$107,999						1	1			
$104,000-$105,999						1	1			1
$102,000-$103,999						1	2			1
$100,000-$101,999				1	1	1	3			4
$ 98,000-$ 99,999			1	1		2	3			3
$ 96,000-$ 97,999				1		3	5	1	1	4
$ 94,000-$ 95,999			1	1		2	5	1	2	3
$ 92,000-$ 93,999			1	1		4	3			1
$ 90,000-$ 91,999			1	1		4	3			
$ 88,000-$ 89,999		1	1	1		2	4	1		3
$ 86,000-$ 87,999		1	1	2		3	3	1		2
$ 84,000-$ 85,999		1	1	3		3	11	1		1
$ 82,000-$ 83,999		1	2	4		6	10	4	1	
$ 80,000-$ 81,999		2	2			9	14		4	
$ 78,000-$ 79,999	1	5	1	2	4	5	15		5	
$ 76,000-$ 77,999		2	1	3		8	9	2	3	4
$ 74,000-$ 75,999	1	4	1	6	2	15	15		3	
$ 72,000-$ 73,999		5	1	5	2	9	21	3	8	
$ 70,000-$ 71,999	2	3	1	4	3	10	21	3	10	
$ 68,000-$ 69,999		3	1	3	3	14	30	2	16	
$ 66,000-$ 67,999	3	4	1	3	5	14	24	3	8	
$ 64,000-$ 65,999	2	6	1	3	3	11	25	6	10	1
$ 62,000-$ 63,999	2	11	1	1	4	25	17	5	12	
$ 60,000-$ 61,999	3	3	0	4	4	26	27		15	2
$ 58,000-$ 59,999	3	15	1	6	5	10	30	4	19	
$ 56,000-$ 57,999	3	16	1	3	2	21	28	1	24	
$ 54,000-$ 55,999	3	13	1	3	4	20	30	3	24	
$ 52,000-$ 53,999	5	18	1	5	5	23	27	4	22	1
$ 50,000-$ 51,999	5	30	1	3	4	23	21	3	30	
$ 48,000-$ 49,999	6	13	6	3	3	16	24	4	12	
$ 46,000-$ 47,999	7	18	1	3	6	17	24	4	30	2
$ 44,000-$ 45,999	6	22	1	3	6	16	26	6	29	1
$ 42,000-$ 43,999	13	16	3	3	6	15	21	7	41	
$ 40,000-$ 41,999	7	18	2	1	1	13	19	2	39	2
$ 38,000-$ 39,999	10	26		6	3	9	14	1	28	1
$ 36,000-$ 37,999	8	20	2	3	6	13	27	7	39	
$ 34,000-$ 35,999	9	20		3	3	9	20	7	23	
$ 32,000-$ 33,999	20	15		1		4	14	1	21	
$ 30,000-$ 31,999	9	25		2		7	9	2	24	
$ 28,000-$ 29,999	5	24	1		3	4	14	1	11	
$ 26,000-$ 27,999	10	17		1	1		9	3	10	
$ 24,000-$ 25,999	6	15	1			1	8	5	11	
$ 22,000-$ 23,999	8	10				1	5	1	7	
$ 20,000-$ 21,999	10	15				1	4	1	8	
$ 18,000-$ 19,999	6	8			1			4	7	
$ 16,000-$ 17,999	2	8					1		1	
$ 14,000-$ 15,999		1								
$ 12,000-$ 13,999										
$ 10,000-$ 11,999		1					1			
N	178	451	70	89	110	419	651	96	573	53
MEAN SALARY	$ 38,249	$ 42,916	$ 69,255	$ 68,295	$ 54,764	$ 60,299	$ 59,052	$ 53,610	$ 46,567	$ 94,068

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 4

SALARY	218.0	219.0	220.0	221.0	222.0	223.0	224.0	225.0	226.0	227.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
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$ 12,000-$ 13,999										
$ 10,000-$ 11,999										
N	419	264	16	94	190	366	214	53	219	50
MEAN SALARY	$ 56,706	$ 72,576	$ 51,272	$ 51,206	$ 53,263	$ 61,782	$ 53,080	$ 60,960	$ 47,140	$ 48,394

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 5

SALARY	228.0	229.0	230.0	231.0	232.0	233.0	234.0	235.0	236.0	237.0
$200,000 or More				1						
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999				1						
$192,000-$193,999				2						
$190,000-$191,999				1						
$188,000-$189,999				1						
$186,000-$187,999				1						
$184,000-$185,999									1	
$182,000-$183,999				1						
$180,000-$181,999				1						
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999				1						
$168,000-$169,999				1						
$166,000-$167,999				1						
$164,000-$165,999				1						
$162,000-$163,999										
$160,000-$161,999				1						
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999	1			1						
$152,000-$153,999				1						
$150,000-$151,999						1			1	
$148,000-$149,999										
$146,000-$147,999				1						
$144,000-$145,999	1			1						
$142,000-$143,999				1						
$140,000-$141,999				1						
$138,000-$139,999	1			1						
$136,000-$137,999	1			1						
$134,000-$135,999	1									
$132,000-$133,999										
$130,000-$131,999	1			1					1	
$128,000-$129,999						1				
$126,000-$127,999	2			1						
$124,000-$125,999	4									
$122,000-$123,999	2									
$120,000-$121,999				1						
$118,000-$119,999	1									
$116,000-$117,999	4									2
$114,000-$115,999	1								1	
$112,000-$113,999	2							1		
$110,000-$111,999	1								1	1
$108,000-$109,999	1									
$106,000-$107,999	1			1				2	1	1
$104,000-$105,999	1			1		2				
$102,000-$103,999	1									
$100,000-$101,999	1			1				1		3
$ 98,000-$ 99,999	1									4
$ 96,000-$ 97,999	6							1		4
$ 94,000-$ 95,999	2					1		2	1	1
$ 92,000-$ 93,999	4					4		2		1
$ 90,000-$ 91,999	1			1	1	5		2		1
$ 88,000-$ 89,999	1					5		2		1
$ 86,000-$ 87,999	1					5		2		2
$ 84,000-$ 85,999	1				2	4		2		2
$ 82,000-$ 83,999	2					6		2		3
$ 80,000-$ 81,999	6					5		2	1	1
$ 78,000-$ 79,999	1					5		2	1	4
$ 76,000-$ 77,999	2					6	1	1		
$ 74,000-$ 75,999	4					6	2	1	1	4
$ 72,000-$ 73,999	3					6	2	4		7
$ 70,000-$ 71,999	1					6	2			5
$ 68,000-$ 69,999	2					5	4	4	1	7
$ 66,000-$ 67,999	1					5		1		2
$ 64,000-$ 65,999	2					5	6	4		4
$ 62,000-$ 63,999	1					15	2			3
$ 60,000-$ 61,999		1			1	10	6	3		4
$ 58,000-$ 59,999	1	4				10	9	1		7
$ 56,000-$ 57,999	1	1				14	6	1	1	13
$ 54,000-$ 55,999		3				8	20	1		10
$ 52,000-$ 53,999		4				13	14		1	14
$ 50,000-$ 51,999		2				10	16	2		12
$ 48,000-$ 49,999	1	1				10	15	1		9
$ 46,000-$ 47,999		1				11	19			18
$ 44,000-$ 45,999		2				11	12			12
$ 42,000-$ 43,999		1			4	7	16		1	13
$ 40,000-$ 41,999	1	1	3			16	15			15
$ 38,000-$ 39,999		2	3			16	13			7
$ 36,000-$ 37,999	1	1	3			19	16			8
$ 34,000-$ 35,999	1	1	1			13	17			12
$ 32,000-$ 33,999			6			12	3		1	13
$ 30,000-$ 31,999			3		1	3	4			9
$ 28,000-$ 29,999			3		2	4	4			10
$ 26,000-$ 27,999			3		1	6	1			8
$ 24,000-$ 25,999	1		1		2	1	2			3
$ 22,000-$ 23,999			1			1	1			3
$ 20,000-$ 21,999	1		3		2	1	2			2
$ 18,000-$ 19,999		1			1					1
$ 16,000-$ 17,999				1						
$ 14,000-$ 15,999										1
$ 12,000-$ 13,999					1		1			1
$ 10,000-$ 11,999									1	
N	125	69	104	70	72	290	239	55	17	271
MEAN SALARY	$ 94,499	$ 57,219	$ 44,846	$129,308	$ 55,648	$ 54,858	$ 47,169	$ 78,250	$ 92,493	$ 51,965

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 6

SALARY	238.0	239.0	240.0	241.0	242.0	301.0	301.1	301.2	302.0	303.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
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$ 14,000-$ 15,999										
$ 12,000-$ 13,999										
$ 10,000-$ 11,999										
N	214	71	108	87	26	1403	177	275	222	442
MEAN SALARY	$ 47,313	$ 65,609	$ 42,408	$ 52,993	$ 87,013	$ 56,533	$ 40,326	$ 39,426	$ 54,347	$ 47,813

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 7

SALARY	303.1	304.0	305.0	305.1	306.0	306.1	306.2	306.3	306.4	306.5
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
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$ 16,000-$ 17,999										
$ 14,000-$ 15,999										
$ 12,000-$ 13,999										
$ 10,000-$ 11,999										
N	199	98	184	78	735	295	317	153	80	55
MEAN SALARY	$ 38,137	$ 57,806	$ 61,421	$ 49,641	$ 41,373	$ 35,957	$ 29,975	$ 33,841	$ 35,026	$ 44,174

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 8

SALARY	306.6	306.7	306.8	307.0	307.1	308.0	309.0	309.1	309.2	309.3
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
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$102,000-$103,999										
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$ 98,000-$ 99,999										
$ 96,000-$ 97,999							1			
$ 94,000-$ 95,999										
$ 92,000-$ 93,999										
$ 90,000-$ 91,999										
$ 88,000-$ 89,999										
$ 86,000-$ 87,999										
$ 84,000-$ 85,999										
$ 82,000-$ 83,999							1			
$ 80,000-$ 81,999				1			1			
$ 78,000-$ 79,999						1	1			
$ 76,000-$ 77,999							1			
$ 74,000-$ 75,999				1		1	6			
$ 72,000-$ 73,999				1			1	1		
$ 70,000-$ 71,999				2			13	1		
$ 68,000-$ 69,999		1	1	4			14	1		
$ 66,000-$ 67,999				1		1	14	1		
$ 64,000-$ 65,999				4			11	1		
$ 62,000-$ 63,999				3		1	14			
$ 60,000-$ 61,999		1		5		3	25	5	1	
$ 58,000-$ 59,999		1	1	6		3	27	1	1	
$ 56,000-$ 57,999	1	1	1	8	1	3	34	6	2	
$ 54,000-$ 55,999		1	1	8		3	29	5	1	
$ 52,000-$ 53,999	1		5	31		5	38	12	3	3
$ 50,000-$ 51,999	4		3	16		13	29	8	7	3
$ 48,000-$ 49,999	2	6	2	9	1	10	37	10	9	9
$ 46,000-$ 47,999	3	4	7	15		9	38	12	7	11
$ 44,000-$ 45,999	7	6	6	26	3	11	34	11	15	15
$ 42,000-$ 43,999	8	5	6	28	3	13	45	9	18	12
$ 40,000-$ 41,999	7	6	5	19	2	15	53	12	13	28
$ 38,000-$ 39,999	26	7	4	26	3	7	44	10	17	27
$ 36,000-$ 37,999	11	10	7	18	1	27	43	11	14	40
$ 34,000-$ 35,999	14	14	7	22	6	8	35	18	13	35
$ 32,000-$ 33,999	17	18	5	20	5	12	42	16	13	50
$ 30,000-$ 31,999	12	12	3	26	3	20	49	17	18	42
$ 28,000-$ 29,999	12	16	8	9	6	18	36	11	7	28
$ 26,000-$ 27,999	27	11	6	6	3	10	27	4	10	25
$ 24,000-$ 25,999	24	14	9	11	7	15	24	10	8	21
$ 22,000-$ 23,999	26	13	10	6	5	9	15	5	6	14
$ 20,000-$ 21,999	16	7	7	6	2	13	12	14	4	12
$ 18,000-$ 19,999	15	6	7	3	2	6	10	10	4	11
$ 16,000-$ 17,999	5	2	3		1	5	9	5	3	7
$ 14,000-$ 15,999		4		1		3	4	3		2
$ 12,000-$ 13,999							1			
$ 10,000-$ 11,999							1	1	1	
N	234	176	105	327	53	228	826	244	193	395
MEAN SALARY	$ 30,027	$ 32,930	$ 33,184	$ 41,820	$ 31,475	$ 35,481	$ 43,823	$ 36,316	$ 37,174	$ 33,519

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 9

SALARY	309.4	309.5	309.6	310.0	310.1	311.0	312.0	312.1	312.2	312.3
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
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$104,000-$105,999										
$102,000-$103,999							1			
$100,000-$101,999						1				
$ 98,000-$ 99,999							1			
$ 96,000-$ 97,999						1				
$ 94,000-$ 95,999						1	1			
$ 92,000-$ 93,999							2			
$ 90,000-$ 91,999						1				
$ 88,000-$ 89,999						2				
$ 86,000-$ 87,999							1			
$ 84,000-$ 85,999						1	1			
$ 82,000-$ 83,999						1	1			
$ 80,000-$ 81,999				1		2	5	1		
$ 78,000-$ 79,999				1			1	2		
$ 76,000-$ 77,999				1		3	4			
$ 74,000-$ 75,999				1		4	5	1		
$ 72,000-$ 73,999				1		2	8	1		
$ 70,000-$ 71,999				3		4	6	2		
$ 68,000-$ 69,999				3	1	4	4			
$ 66,000-$ 67,999				3		6	15	1		
$ 64,000-$ 65,999				3	1	7	14	1		
$ 62,000-$ 63,999				5	2	6	25			1
$ 60,000-$ 61,999				4		4	23	4	1	1
$ 58,000-$ 59,999				8	1	7	24	4		
$ 56,000-$ 57,999				4	6	13	25	6		
$ 54,000-$ 55,999		1		9	3	8	33	15		3
$ 52,000-$ 53,999		2		10	4	14	37	9		3
$ 50,000-$ 51,999		2		22	15	19	44	11	2	3
$ 48,000-$ 49,999				17	8	10	50	13	3	8
$ 46,000-$ 47,999		4		11	12	13	67	18	5	7
$ 44,000-$ 45,999	3	2		16	4	17	64	30	6	9
$ 42,000-$ 43,999	3	9	1	12	6	15	52	21	9	13
$ 40,000-$ 41,999	5	13		15	9	9	64	22	8	20
$ 38,000-$ 39,999	9	11	4	22	14	10	52	33	14	18
$ 36,000-$ 37,999	14	15	3	15	12	10	64	30	29	31
$ 34,000-$ 35,999	12	16	7	24	6	5	67	31	18	29
$ 32,000-$ 33,999	17	41	11	16	8	5	70	38	33	42
$ 30,000-$ 31,999	29	42	12	15	6	10	64	34	46	32
$ 28,000-$ 29,999	38	55	26	8	6	8	60	31	51	50
$ 26,000-$ 27,999	52	68	48	12	7	6	59	40	43	55
$ 24,000-$ 25,999	54	62	58	11	9	5	52	34	63	45
$ 22,000-$ 23,999	80	51	77	13	4	4	35	18	55	39
$ 20,000-$ 21,999	16	40	77	8	3	3	27	15	56	21
$ 18,000-$ 19,999	14	27	50	6	7	2	16	19	36	21
$ 16,000-$ 17,999	7	14	40	3	4	1	7	11	29	8
$ 14,000-$ 15,999	4	8	19	3	1	1	7	5	20	6
$ 12,000-$ 13,999	3	4	7	1			3	1	8	
$ 10,000-$ 11,999									5	1
N	271	528	440	316	154	242	1209	502	540	466
MEAN SALARY	$ 27,885	$ 28,408	$ 23,088	$ 41,585	$ 38,403	$ 48,735	$ 41,521	$ 35,718	$ 26,896	$ 30,782

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 10

SALARY	312.4	312.5	312.6	313.0	313.1	314.0	314.1	314.2	315.0	315.1
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999										
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999										
$168,000-$169,999										
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										
$144,000-$145,999										
$142,000-$143,999										
$140,000-$141,999										
$138,000-$139,999										
$136,000-$137,999										
$134,000-$135,999										
$132,000-$133,999										
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999										
$124,000-$125,999										
$122,000-$123,999										
$120,000-$121,999										
$118,000-$119,999										
$116,000-$117,999										
$114,000-$115,999										
$112,000-$113,999										
$110,000-$111,999										
$108,000-$109,999										
$106,000-$107,999										
$104,000-$105,999										
$102,000-$103,999										
$100,000-$101,999				1		1				
$ 98,000-$ 99,999										
$ 96,000-$ 97,999										
$ 94,000-$ 95,999				1						
$ 92,000-$ 93,999				1						
$ 90,000-$ 91,999				1						
$ 88,000-$ 89,999										
$ 86,000-$ 87,999										
$ 84,000-$ 85,999										
$ 82,000-$ 83,999				1						
$ 80,000-$ 81,999				1						
$ 78,000-$ 79,999				4						
$ 76,000-$ 77,999				6						
$ 74,000-$ 75,999						1				
$ 72,000-$ 73,999			1	10		1			1	
$ 70,000-$ 71,999				3		1				
$ 68,000-$ 69,999				2						
$ 66,000-$ 67,999	1			10	1	1			1	
$ 64,000-$ 65,999				11	1	1			2	
$ 62,000-$ 63,999		1	2	21	1	3			1	
$ 60,000-$ 61,999	1			13	2	5			2	
$ 58,000-$ 59,999		1	1	14	2	7	1			
$ 56,000-$ 57,999			3	18	2	6			4	
$ 54,000-$ 55,999	1	2	3	25	1	6			1	1
$ 52,000-$ 53,999		1	4	42	2	5	1			
$ 50,000-$ 51,999	2	1	6	31	4	21			4	
$ 48,000-$ 49,999	2	4	3	41	4	12	3		10	3
$ 46,000-$ 47,999	3	3	4	43	6	19	4		8	
$ 44,000-$ 45,999	5	3	13	58	11	20	2		13	2
$ 42,000-$ 43,999	5	6	12	59	17	15	7		12	1
$ 40,000-$ 41,999	8	8	14	55	18	15	4	1	17	2
$ 38,000-$ 39,999	9	18	13	42	16	29	5		26	7
$ 36,000-$ 37,999	17	20	24	60	23	17	19		16	4
$ 34,000-$ 35,999	17	25	22	55	23	16	20	1	23	5
$ 32,000-$ 33,999	15	34	25	47	27	45	13	10	27	4
$ 30,000-$ 31,999	17	41	32	52	37	45	35	3	24	10
$ 28,000-$ 29,999	15	59	19	21	37	33	46	10	30	6
$ 26,000-$ 27,999	20	54	21	22	51	33	53	18	26	15
$ 24,000-$ 25,999	17	51	14	22	54	19	76	29	24	8
$ 22,000-$ 23,999	9	65	14	22	48	34	60	49	24	14
$ 20,000-$ 21,999	7	54	12	15	53	24	51	78	20	7
$ 18,000-$ 19,999	5	56	5	5	47	29	40	66	17	10
$ 16,000-$ 17,999	5	34	3	4	40	8	27	60	10	3
$ 14,000-$ 15,999		20		4	32	9	18	32	8	2
$ 12,000-$ 13,999	1	15	2	1	17	2	9	20	8	2
$ 10,000-$ 11,999		4	1		4		3	14	6	3
N	184	599	268	839	575	584	503	391	372	104
MEAN SALARY	$ 32,053	$ 26,290	$ 33,731	$ 43,031	$ 27,386	$ 35,314	$ 25,867	$ 20,220	$ 32,071	$ 27,035

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 11

SALARY	316.0	316.1	317.0	317.1	318.0	319.0	319.1	320.0	321.0	322.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999										1
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										1
$172,000-$173,999										1
$170,000-$171,999										
$168,000-$169,999										1
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										1
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										1
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										1
$144,000-$145,999										1
$142,000-$143,999										1
$140,000-$141,999										
$138,000-$139,999										1
$136,000-$137,999										2
$134,000-$135,999										
$132,000-$133,999										
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999										
$124,000-$125,999										
$122,000-$123,999										1
$120,000-$121,999										1
$118,000-$119,999										
$116,000-$117,999										1
$114,000-$115,999										1
$112,000-$113,999										1
$110,000-$111,999										1
$108,000-$109,999										1
$106,000-$107,999										
$104,000-$105,999										
$102,000-$103,999										2
$100,000-$101,999										
$ 98,000-$ 99,999										
$ 96,000-$ 97,999										1
$ 94,000-$ 95,999										1
$ 92,000-$ 93,999										
$ 90,000-$ 91,999										1
$ 88,000-$ 89,999										2
$ 86,000-$ 87,999										1
$ 84,000-$ 85,999										
$ 82,000-$ 83,999										1
$ 80,000-$ 81,999										
$ 78,000-$ 79,999										1
$ 76,000-$ 77,999										
$ 74,000-$ 75,999						2			1	1
$ 72,000-$ 73,999						1			1	1
$ 70,000-$ 71,999	1					1				
$ 68,000-$ 69,999	1					1				
$ 66,000-$ 67,999	1					1			1	
$ 64,000-$ 65,999	1				1	1				1
$ 62,000-$ 63,999	1				1	1				
$ 60,000-$ 61,999	1				1	1				2
$ 58,000-$ 59,999	1				1	1				
$ 56,000-$ 57,999	1		1		1	1		1	1	
$ 54,000-$ 55,999	1		1		1	1		1	1	
$ 52,000-$ 53,999	1		1		1	1	1	1	1	1
$ 50,000-$ 51,999	2		1		1	1	1	1	1	1
$ 48,000-$ 49,999	1		1		1	1	1	1	1	
$ 46,000-$ 47,999	2		1		1	1	1	1	1	1
$ 44,000-$ 45,999	2		1		1	1	1	1	1	1
$ 42,000-$ 43,999	1	1	1		1	2	1	1	1	1
$ 40,000-$ 41,999	2	1	1		1	1	1	1	1	
$ 38,000-$ 39,999	4	1	1	1	1	1	1	1	1	2
$ 36,000-$ 37,999	3	1	1	1	1	1	1	1	1	1
$ 34,000-$ 35,999	4	1	1	1	1	1	1	1	1	
$ 32,000-$ 33,999	3	1	1	1	1	1	1	1	1	
$ 30,000-$ 31,999	5	1	1	1	1	1	1	1	1	
$ 28,000-$ 29,999	4	1	1	1	1	1	1	1	1	
$ 26,000-$ 27,999	5	1	1	1	1	1	1	1	1	
$ 24,000-$ 25,999	4	1	1	1	1	1	1	1	1	1
$ 22,000-$ 23,999	3	1	1	1	1	1	1	1	1	
$ 20,000-$ 21,999	3	1	1	1	1	1	1	1	1	
$ 18,000-$ 19,999	3	1	1	1	1	1	1	1	1	
$ 16,000-$ 17,999	2	1	1	1	1	1	1	1	1	
$ 14,000-$ 15,999	1	1	1	1	1	1	1	1	1	
$ 12,000-$ 13,999	1	1	1	1	1	1	1	1	1	
$ 10,000-$ 11,999		1	1	1		1	1	1	1	
N	749	221	646	171	316	566	433	658	128	52
MEAN SALARY	$ 33,919	$ 29,819	$ 25,624	$ 23,067	$ 40,963	$ 42,567	$ 22,451	$ 31,630	$ 42,833	$ 99,273

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 12

SALARY	327.1	322.2	401.0	401.1	401.2	401.3	401.4	402.0	402.1	403.0
$200,000 or More										
$198,000- $199,999										
$196,000- $197,999										
$194,000- $195,999										
$192,000- $193,999										
$190,000- $191,999										
$188,000- $189,999										
$186,000- $187,999										
$184,000- $185,999										
$182,000- $183,999										
$180,000- $181,999										
$178,000- $179,999										
$176,000- $177,999										
$174,000- $175,999										
$172,000- $173,999										
$170,000- $171,999										
$168,000- $169,999										
$166,000- $167,999										
$164,000- $165,999										
$162,000- $163,999										
$160,000- $161,999										
$158,000- $159,999										
$156,000- $157,999										
$154,000- $155,999										
$152,000- $153,999										
$150,000- $151,999										
$148,000- $149,999										
$146,000- $147,999										
$144,000- $145,999										
$142,000- $143,999										
$140,000- $141,999										
$138,000- $139,999										1
$136,000- $137,999										
$134,000- $135,999										
$132,000- $133,999										
$130,000- $131,999										
$128,000- $129,999										1
$126,000- $127,999										
$124,000- $125,999										
$122,000- $123,999										1
$120,000- $121,999			1							2
$118,000- $119,999								1		
$116,000- $117,999										
$114,000- $115,999			1							
$112,000- $113,999								1		
$110,000- $111,999										
$108,000- $109,999			1							
$106,000- $107,999										
$104,000- $105,999			1							
$102,000- $103,999			1					1		1
$100,000- $101,999								1		1
$ 98,000- $ 99,999								1		1
$ 96,000- $ 97,999								1		1
$ 94,000- $ 95,999	1		2					1	1	
$ 92,000- $ 93,999			1					1		1
$ 90,000- $ 91,999			2					2		4
$ 88,000- $ 89,999								3	1	4
$ 86,000- $ 87,999								2		2
$ 84,000- $ 85,999								3	1	5
$ 82,000- $ 83,999								4		1
$ 80,000- $ 81,999			4					4	1	4
$ 78,000- $ 79,999			1	1				4		3
$ 76,000- $ 77,999			3					5	1	5
$ 74,000- $ 75,999			2					3		3
$ 72,000- $ 73,999			10					3	1	11
$ 70,000- $ 71,999			7					3		7
$ 68,000- $ 69,999			4					10	1	4
$ 66,000- $ 67,999			13	1				3		5
$ 64,000- $ 65,999			12					2	2	10
$ 62,000- $ 63,999			22					10	6	4
$ 60,000- $ 61,999			9		4			6	10	9
$ 58,000- $ 59,999			10		2			4	6	8
$ 56,000- $ 57,999			14		2			14	1	8
$ 54,000- $ 55,999			41		3			13	1	5
$ 52,000- $ 53,999			47		4			18	1	5
$ 50,000- $ 51,999			50		10			20	8	10
$ 48,000- $ 49,999			58		8			25	3	9
$ 46,000- $ 47,999			63		8			24	2	7
$ 44,000- $ 45,999			69	14	13			25	5	3
$ 42,000- $ 43,999			54	15	23			31	6	7
$ 40,000- $ 41,999			68	18	16			36	3	7
$ 38,000- $ 39,999			58	23	17			36	1	5
$ 36,000- $ 37,999			67	23	18			31	2	8
$ 34,000- $ 35,999			51	33	17			48	2	11
$ 32,000- $ 33,999			59	39	27	11		47	2	5
$ 30,000- $ 31,999			53	58	32			46	5	9
$ 28,000- $ 29,999			38	58	39			49		8
$ 26,000- $ 27,999			37	40	37	14		43		5
$ 24,000- $ 25,999			17	45	40	19	4	50		3
$ 22,000- $ 23,999			4	36	39	22		33		3
$ 20,000- $ 21,999			2	32	5	19		40	1	3
$ 18,000- $ 19,999			4	10	4	7		22		
$ 16,000- $ 17,999			1	9	2	10	2	12		1
$ 14,000- $ 15,999			1	1	1	3		13		
$ 12,000- $ 13,999						2		5		
$ 10,000- $ 11,999				1		2				
N	50	28	874	443	286	164	146	754	112	215
MEAN SALARY	$ 59,806	$ 47,328	$ 31,806	$ 32,276	$ 34,238	$ 28,233	$ 40,802	$ 38,455	$ 57,827	$ 56,664

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 13

SALARY	404.0	405.0	406.0	407.0	408.0	409.0	409.1	409.2	410.0	411.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
$194,000-$195,999										
$192,000-$193,999										
$190,000-$191,999										
$188,000-$189,999										
$186,000-$187,999										
$184,000-$185,999	1									
$182,000-$183,999										
$180,000-$181,999										
$178,000-$179,999										
$176,000-$177,999										
$174,000-$175,999										
$172,000-$173,999										
$170,000-$171,999										
$168,000-$169,999										
$166,000-$167,999										
$164,000-$165,999										
$162,000-$163,999										
$160,000-$161,999										
$158,000-$159,999										
$156,000-$157,999										
$154,000-$155,999										
$152,000-$153,999										
$150,000-$151,999										
$148,000-$149,999										
$146,000-$147,999										
$144,000-$145,999										
$142,000-$143,999										
$140,000-$141,999										
$138,000-$139,999										
$136,000-$137,999										
$134,000-$135,999										
$132,000-$133,999										
$130,000-$131,999										
$128,000-$129,999										
$126,000-$127,999										
$124,000-$125,999										
$122,000-$123,999										
$120,000-$121,999										
$118,000-$119,999										
$116,000-$117,999										
$114,000-$115,999										
$112,000-$113,999										
$110,000-$111,999										
$108,000-$109,999										
$106,000-$107,999										
$104,000-$105,999										
$102,000-$103,999	1									
$100,000-$101,999										
$ 98,000-$ 99,999										
$ 96,000-$ 97,999										
$ 94,000-$ 95,999										
$ 92,000-$ 93,999									1	
$ 90,000-$ 91,999	2									
$ 88,000-$ 89,999										
$ 86,000-$ 87,999						1				
$ 84,000-$ 85,999										
$ 82,000-$ 83,999	1									
$ 80,000-$ 81,999										
$ 78,000-$ 79,999	1									
$ 76,000-$ 77,999										
$ 74,000-$ 75,999	1									
$ 72,000-$ 73,999						1			2	
$ 70,000-$ 71,999	1				1					
$ 68,000-$ 69,999	1								1	
$ 66,000-$ 67,999	2								3	1
$ 64,000-$ 65,999	4	1		1	1	1			3	
$ 62,000-$ 63,999	3				1			2	1	
$ 60,000-$ 61,999	5	1			4	1			2	
$ 58,000-$ 59,999	7	1			4	1			2	
$ 56,000-$ 57,999	8	2	4		3	4		1	6	
$ 54,000-$ 55,999	8	1			6	6		1	6	1
$ 52,000-$ 53,999	14	1	4		6	6		4	6	1
$ 50,000-$ 51,999	9	3	3		8	5		1	7	3
$ 48,000-$ 49,999	16	2	2		6	2		1	9	3
$ 46,000-$ 47,999	10	6	4		9	6	1	6	11	3
$ 44,000-$ 45,999	17	3	4		12	14	1	7	16	7
$ 42,000-$ 43,999	21	4	4		17	13	1	7	15	4
$ 40,000-$ 41,999	28	11	3		17	24	2	17	22	4
$ 38,000-$ 39,999	23	9	4		8	15	2	13	21	10
$ 36,000-$ 37,999	23	11	3		9	9	1	14	17	13
$ 34,000-$ 35,999	31	10	11	6	14	20	4	15	22	13
$ 32,000-$ 33,999	40	11	5	3	16	20	5	28	21	19
$ 30,000-$ 31,999	61	9	11	4	14	41	3	23	29	25
$ 28,000-$ 29,999	49	8	10	8	15	32	3	40	27	16
$ 26,000-$ 27,999	70	8	10	9	9	44	12	36	27	23
$ 24,000-$ 25,999	67	8	12	11	10	37	11	29	33	26
$ 22,000-$ 23,999	59	8	10	10	10	30	13	32	27	23
$ 20,000-$ 21,999	57	7	9	8	8	24	17	40	26	16
$ 18,000-$ 19,999	42	5	10	6	4	16	8	33	23	11
$ 16,000-$ 17,999	31	2	5	4		10	9	28	21	11
$ 14,000-$ 15,999	20		1	1		12	10	19	5	9
$ 12,000-$ 13,999	6				1	3	6	6	1	3
$ 10,000-$ 11,999					1	2		7		1
N	772	130	200	100	219	444	139	432	416	245
MEAN SALARY	$ 31,562	$ 42,454	$ 37,440	$ 29,761	$ 36,395	$ 33,781	$ 24,772	$ 27,942	$ 33,362	$ 29,313

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 14

SALARY	501.0	502.0	502.1	502.2	503.0	504.0	504.1	504.2	505.0	506.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
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$106,000-$107,999	1									
$104,000-$105,999	1									
$102,000-$103,999										
$100,000-$101,999	1									
$ 98,000-$ 99,999										
$ 96,000-$ 97,999	2									
$ 94,000-$ 95,999	2									
$ 92,000-$ 93,999	4									
$ 90,000-$ 91,999	2								1	
$ 88,000-$ 89,999	2								1	
$ 86,000-$ 87,999	2				1					
$ 84,000-$ 85,999	12									
$ 82,000-$ 83,999	12	1								
$ 80,000-$ 81,999	10									
$ 78,000-$ 79,999	11	2				1				
$ 76,000-$ 77,999	15	1								
$ 74,000-$ 75,999	11	1			1					
$ 72,000-$ 73,999	24					1			1	1
$ 70,000-$ 71,999	18	1			1	1			4	1
$ 68,000-$ 69,999	19	4				2			1	
$ 66,000-$ 67,999	29	3			2	1	1			2
$ 64,000-$ 65,999	28	3				1			2	1
$ 62,000-$ 63,999	30	9	1		1	1			1	4
$ 60,000-$ 61,999	60	8			1	8			2	1
$ 58,000-$ 59,999	48	15	1		1	5			1	6
$ 56,000-$ 57,999	42	24	1		4	18	1		3	13
$ 54,000-$ 55,999	59	19	1		4	17	1		5	14
$ 52,000-$ 53,999	49	29	1		11	18	2		5	13
$ 50,000-$ 51,999	74	31	2		12	24	1		7	25
$ 48,000-$ 49,999	68	34	6	2	11	20	1		8	26
$ 46,000-$ 47,999	81	41	5	1	17	40	11	1	15	34
$ 44,000-$ 45,999	66	54	9	1	18	52	5	1	9	49
$ 42,000-$ 43,999	72	56	10		22	53	10	1	13	49
$ 40,000-$ 41,999	79	67	16	2	20	52	10	5	8	70
$ 38,000-$ 39,999	54	52	15	2	16	62	21	5	2	86
$ 36,000-$ 37,999	66	79	20	5	10	64	26	8	9	74
$ 34,000-$ 35,999	53	60	28	10	13	81	21	17	14	101
$ 32,000-$ 33,999	46	86	18	15	27	80	17	23	8	95
$ 30,000-$ 31,999	51	84	41	11	15	97	22	18	11	102
$ 28,000-$ 29,999	38	63	46	18	6	75	21	32	5	99
$ 26,000-$ 27,999	31	56	62	49	3	73	28	41	5	74
$ 24,000-$ 25,999	28	57	47	41	3	67	28	50	2	90
$ 22,000-$ 23,999	38	52	60	58	6	66	17	48	4	74
$ 20,000-$ 21,999	31	24	57	108	6	57	25	47	4	71
$ 18,000-$ 19,999	8	13	33	81	3	37	21	48	2	48
$ 16,000-$ 17,999		6	20	63	1	27	7	38	1	34
$ 14,000-$ 15,999		4	7	41		15	10	30		24
$ 12,000-$ 13,999		3	3	8		5	1	15		6
$ 10,000-$ 11,999		1	1	1		2	1	5		2
N	1339	1022	346	562	260	1126	306	426	158	1289
MEAN SALARY	$ 46,787	$ 37,910	$ 28,763	$ 22,774	$ 41,956	$ 34,335	$ 30,333	$ 23,779	$ 42,983	$ 33,067

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 15

SALARY	506.1	507.0	507.1	508.0	508.1	508.2	508.3	508.4	509.0	510.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
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nN	568	356	147	650	252	106	260	52	48	257
MEAN SALARY	$ 25,830	$ 33,609	$ 28,465	$ 30,534	$ 27,618	$ 29,609	$ 28,074	$ 28,698	$ 48,885	$ 30,791

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 16

SALARY	511.0	511.1	511.2	512.0	513.0	514.0	514.1	515.0	516.0	517.0
$200,000 or More										
$198,000-$199,999										
$196,000-$197,999										
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MEAN SALARY										

DISTRIBUTION OF SALARIES
ALL INSTITUTIONS
Page 17

SALARY	518.0	519.0	520.0	521.0	522.0
$200,000 or More					
$198,000-$199,999					
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APPENDIX A

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adams State College	001345	4-YR	Public		CO
Adelphi University	002666	Univ	Pri-Ind		NY
Adirondack Community College	002860	2-YR	Public		NY
Adrian College	002234	4-YR	Pri-Rel		MI
Agnes Scott College	001542	4-YR	Pri-Ind		GA
Aiken Technical College	010056	2-YR	Public		SC
Aims Community College	007582	2-YR	Public		CO
Alabama State University	001005	Univ	Public		AL
Albany Junior College	001543	2-YR	Public		GA
Albany Law School of Union University	002886	Law	Pri-Ind		NY
Albany State College	001544	4-YR	Public		GA
Albertus Magnus College	001374	4-YR	Pri-Rel		CT
Albion College	002235	4-YR	Pri-Ind		MI
Albright College	003229	4-YR	Pri-Ind		PA
Alcorn State University	002396	Univ	Public		MS
Alderson Broaddus College	005013	4-YR	Pri-Rel		WV
Alexander City State Jr. College	001007	2-YR	Public		AL
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-YR	Pri-Ind		KY
Allegany Community College	002057	2-YR	Public		MD
Allegheny College	003230	4-YR	Pri-Ind		PA
Allen County Community College	001901	2-YR	Public		KS
Allentown College of Saint Francis de Sales	003986	4-YR	Pri-Rel		PA
Alma College	002236	4-YR	Pri-Ind		MI
Alpena Community College	002237	2-YR	Public		MI
Alvernia College	003233	4-YR	Pri-Rel		PA
Alverno College	003832	4-YR	Pri-Ind		WI
Alvin Community College	003539	2-YR	Public		TX
Amarillo College	003540	2-YR	Public		TX
Amber University	004999	Univ	Pri-Ind		TX
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American Institute of Business	003963	2-YR	Pri-Ind		IA
American River College	009552	2-YR	Public	Campus	CA
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Rel		DC
Amherst College	002115	4-YR	Pri-Ind		MA
Andover College	008173	2-YR	Pri-Ind		ME
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Angelina College	006661	2-YR	Public		TX
Anna Maria College	002117	Other	Pri-Ind		MA
Anne Arundel Community College	002058	2-YR	Public		MD
Anson Technical College	007985	2-YR	Public		NC
Antelope Valley College	001113	2-YR	Public		CA
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public		NC
Aquinas College	002239	4-YR	Pri-Ind		MI
Arapahoe Community College	001346	2-YR	Public		CO
Arizona College of the Bible	029142	4-YR	Pri-Ind		AZ
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-YR	Public		AZ
Arkansas College	001088	4-YR	Pri-Rel		AR
Arkansas State University	001090	Univ	Public	Main	AR
Arkansas State University, Beebe	001091	2-YR	Public	Campus	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-YR	Public	Campus	GA
Asbury College	001952	4-YR	Pri-Ind		KY
Asbury Theological Seminary	001953	Theol	Pri-Ind		KY
Ashland College	003012	4-YR	Pri-Rel		OH
Assumption College	002118	4-YR	Pri-Rel		MA
Athens State College	001008	Other	Public		AL
Atlanta Junior College	012165	2-YR	Public	Campus	GA
Auburn University	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augusta College	001552	4-YR	Public		GA
Augustana College	001633	4-YR	Pri-Rel		IL
Augustana College	003458	4-YR	Pri-Rel		SD
Aurora University	001634	Univ	Pri-Ind		IL
Austin College	003543	4-YR	Pri-Rel		TX
Austin Community College	012015	2-YR	Public		TX
Austin Peay State University	003478	Univ	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Theol	Pri-Rel		TX
Averett College	003702	4-YR	Pri-Rel		VA
Avila College	002449	4-YR	Pri-Rel		MO
Babson College	002121	4-YR	Pri-Ind		MA
Bacone College	003147	2-YR	Pri-Rel		OK
Baker University	001903	4-YR	Pri-Rel		KS
Ball State University	001786	Univ	Public		IN
Bard College	002671	4-YR	Pri-Ind		NY
Barnard College	002708	4-YR	Pri-Ind		NY
Barry University	001466	Univ	Pri-Ind		FL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Barstow Community College	001119	2-YR	Public		CA
Bartlesville Wesleyan College	003151	4-YR	Pri-Rel		OK
Barton County Community College	004608	2-YR	Public		KS
Bauder Fashion College	010328	2-YR	Pri-Ind		TX
Bay Path Junior College	002122	2-YR	Pri-Ind		MA
Bayamon Technological University College	010975	4-YR	Public	Campus	PR
Baylor College of Medicine	004949	Med	Pri-Ind		TX
Beaufort Technical College	009910	Tech	Public	Main	SC
Beaver College	003235	4-YR	Pri-Rel		PA
Bee County College	003546	2-YR	Public		TX
Bellarmine College	001954	4-YR	Pri-Ind		KY
Belleville Area College	001636	2-YR	Public	Office	IL
Bellevue College	009743	4-YR	Pri-Ind		NE
Bellevue Community College	003769	2-YR	Public		WA
Belmont Abbey College	002910	4-YR	Pri-Ind		NC
Belmont College	003479	4-YR	Pri-Rel		TN
Belmont Technical College	009941	2-YR	Public		OH
Bemidji State University	002336	4-YR	Public	Campus	MN
Benedict College	003420	4-YR	Pri-Ind		SC
Benedictine College	010256	4-YR	Pri-Rel		KS
Bennett College	002911	4-YR	Pri-Rel		NC
Bentley College	002124	4-YR	Pri-Ind		MA
Berea College	001955	4-YR	Pri-Ind		KY
Berkshire Community College	002167	2-YR	Public		MA
Bernard M. Baruch College	990106	4-YR	Public	Campus	NY
Berry College	001554	4-YR	Pri-Ind		GA
Bethany College	003808	4-YR	Pri-Ind		WV
Bethany Lutheran College	002337	2-YR	Pri-Rel		MN
Bethel College	001905	4-YR	Pri-Rel		MN
Bethune-Cookman College	001467	4-YR	Pri-Rel		FL
Biola University	001122	Univ	Pri-Ind		CA
Birmingham-Southern College	001012	4-YR	Pri-Rel		AL
Bismarck State College	002988	2-YR	Public		ND
Black Hawk College District Office	008318	2-YR	Public	Office	IL
Black Hawk College, East	007538	2-YR	Public	Campus	IL
Black Hawk College, Quad-Cities	001638	2-YR	Public	Campus	IL
Black Hills State College	003459	4-YR	Public	Main	SD
Blinn College	003549	2-YR	Public	Main	TX
Bloomfield College	002597	4-YR	Pri-Ind		NJ
Blue Mountain Community College	003186	2-YR	Public		OR
Blue Ridge Community College	006819	2-YR	Public	Campus	VA
Blue Ridge Technical College	009684	Tech	Public	Campus	NC
Boise State University	001616	Univ	Public	Campus	ID
Bossier Parish Community College	012033	2-YR	Public		LA
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-YR	Pri-Ind		MA
Bowie State College	002062	4-YR	Public	Campus	MD
Bowling Green State University	003018	Univ	Public		OH
Bradford College	002132	4-YR	Pri-Ind		MA
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brenau College	001556	4-YR	Pri-Ind		GA
Brescia College	001955	4-YR	Pri-Rel		KY
Briar Cliff College	001846	4-YR	Pri-Ind		IA
Bridgewater College	003704	4-YR	Pri-Ind		VA
Bridgewater State College	002183	4-YR	Public		MA
Bristol Community College	002176	2-YR	Public	Campus	MA
Brookhaven College	029150	2-YR	Public	Campus	TX
Broome Community College	002862	2-YR	Public		NY
Broward Community College	001500	2-YR	Public		FL
Brunswick College	011558	2-YR	Public	Campus	GA
Bryant College	003402	4-YR	Pri-Ind		RI
Bryn Mawr College	003237	Univ	Pri-Ind		PA
Bucknell University	003238	Univ	Pri-Ind		PA
Bucks County Community College	003239	2-YR	Public		PA
Buena Vista College	001847	4-YR	Pri-Ind		IA
Bunker Hill Community College	011210	2-YR	Public		MA
Butler County Community College	001906	2-YR	Public		KS
Butler County Community College	003240	2-YR	Public		PA
Butler University	001788	Univ	Pri-Ind		IN
CBN University	029353	Univ	Pri-Ind		VA
Caldwell College	002598	4-YR	Pri-Rel		NJ
Caldwell Community College and Technical Institute	004835	2-YR	Public	Campus	NC
California Baptist College	001125	4-YR	Pri-Rel		CA
California Family Study Center	022372	Other	Pri-Ind		CA
California Institute of the Arts	001132	4-YR	Pri-Ind		CA
California Maritime Academy	001134	4-YR	Public		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Campus	CA
California State College, Bakersfield	007993	4-YR	Public	Campus	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Campus	CA
California State University, Fullerton	001137	Univ	Public	Campus	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Los Angeles	001140	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California State University, Office of the Chancellor	001136	Univ	Public	Office	CA
California State University, Sacramento	001150	Univ	Public	Campus	CA
California University of Pennsylvania	003316	Univ	Public	Campus	PA
Calvin College	002241	4-YR	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Campbellsville College	001959	4-YR	Pri-Rel		KY
Canisius College	002681	4-YR	Pri-Ind		NY
Caribbean University College	012525	Univ	Pri-Ind	Office	PR
Carleton College	002340	4-YR	Pri-Ind		MN
Carnegie Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-YR	Pri-Ind		WI
Carson-Newman College	003481	4-YR	Pri-Rel		TN
Carteret Community College	008081	2-YR	Public		NC
Casper College	003928	2-YR	Public		WY
Castleton State College	003683	4-YR	Public	Campus	VT
Catawba College	002914	4-YR	Pri-Rel		NC
Catawba Valley Technical College	005318	Tech	Public	Campus	NC
Catholic Theological Union	009232	Other	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Ind		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel	Office	PR
Catonsville Community College	002063	2-YR	Public		MD
Cayuga County Community College	002861	2-YR	Public		NY
Cecil Community College	008308	2-YR	Public		MD
Cedar Crest College	003243	4-YR	Pri-Ind		PA
Cedarville College	003025	4-YR	Pri-Rel		OH
Centenary College of Louisiana	002003	4-YR	Pri-Ind		LA
Center for Advanced Studies on Puerto Rico & the Caribbean	029257	Other	Pri-Ind		PR
Central Arizona College	007283	2-YR	Public	Office	AZ
Central College	001850	4-YR	Pri-Rel		IA
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central Ohio Technical College	011046	Tech	Public		OH
Central Piedmont Community College	002915	2-YR	Public		NC
Central State University	003152	Univ	Public		OK
Central Virginia Community College	004988	2-YR	Public	Campus	VA
Central Wesleyan College	003422	4-YR	Pri-Rel		SC
Centralia College	003772	2-YR	Public	Campus	WA
Centre College of Kentucky	001961	4-YR	Pri-Ind		KY
Chaminade University of Honolulu	001605	Univ	Pri-Rel		HI
Champlain College	003684	2-YR	Pri-Ind		VT
Charles County Community College	002064	2-YR	Public	Main	MD
Chatfield College	010880	Other	Pri-Rel		OH
Chattanooga State Technical Community College	003998	2-YR	Public		TN
Cheyney University of Pennsylvania	003317	Univ	Public	Campus	PA
Chicago School of Professional Psychology	029230	Other	Pri-Ind		IL
Chicago State University	001694	Univ	Public		IL
Chippewa Valley Technical College	005304	Tech	Public		WI
Christ College Irvine	029059	4-YR	Pri-Rel		CA
Christian Brothers College	003482	4-YR	Pri-Rel		TN
Christian Heritage College	012031	4-YR	Pri-Ind		CA
Christopher Newport College	003706	4-YR	Public		VA
Church Divinity School of the Pacific	001165	Theol	Pri-Rel		CA
Cisco Junior College	003553	2-YR	Public		TX
Citadel, Military College of South Carolina	003423	4-YR	Public		SC
City University of New York	002691	2-YR	Public	Campus	NY
City University of New York City College	002688	Univ	Public	Campus	NY
City University of New York, College of Staten Island	029040	4-YR	Public	Campus	NY
Clackamas Community College	004878	2-YR	Public		OR
Claremont Graduate School	001169	Other	Pri-Ind	Campus	CA
Clarion University of Pennsylvania	009235	Univ	Public	Campus	PA
Clark College	003773	2-YR	Public		WA
Clark County Community College	010362	2-YR	Public		NV
Clark Technical College	004852	2-YR	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-YR	Pri-Rel		IA
Clarkson University	002699	Univ	Pri-Ind		NY
Clayton State College	008976	4-YR	Public		GA
Clearwater Christian College	001473	4-YR	Pri-Ind		FL
Clearwater Community College Region	002352	2-YR	Public	Office	MN
Clemson University	003425	Univ	Public		SC
Cleveland State Community College	003999	2-YR	Public		TN
Cleveland State University	003032	Univ	Public		OH
Clinch Valley College	003747	4-YR	Public	Campus	VA
Coastline Community College	029027	2-YR	Public	Campus	CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Cochise College	001072	2-YR	Public	Main	AZ
Coffeyville Community College	001910	2-YR	Public		KS
Cogswell Polytechnical College	001177	4-YR	Pri-Ind		CA
Coker College	003427	4-YR	Pri-Ind		SC
Colgate University	002701	4-YR	Pri-Ind		NY
College of Aeronautics	990108	4-YR	Pri-Ind		NY
College of Alameda	008306	2-YR	Public	Campus	CA
College of DuPage	006656	2-YR	Public		IL
College of Eastern Utah	003676	2-YR	Public	Campus	UT
College of Great Falls	002527	4-YR	Pri-Rel		MT
College of Idaho	001617	4-YR	Pri-Rel		ID
College of Lake County	007694	2-YR	Public		IL
College of Mount Saint Joseph	003033	4-YR	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-YR	Pri-Ind		NY
College of Notre Dame	001179	4-YR	Pri-Ind		MD
College of Osteopathic Medicine of the Pacific	029133	Med	Pri-Ind		CA
College of Saint Benedict	002341	4-YR	Pri-Rel		MN
College of Saint Catherine	002342	4-YR	Pri-Rel		MN
College of Saint Elizabeth	002600	4-YR	Pri-Rel		NJ
College of Saint Joseph	003685	4-YR	Pri-Rel		VT
College of Saint Mary	002540	4-YR	Pri-Ind		NE
College of Saint Rose	002705	4-YR	Pri-Ind		NY
College of Saint Scholastica	002343	4-YR	Pri-Ind		MN
College of Saint Teresa	002344	4-YR	Pri-Rel		MN
College of Saint Thomas	002345	Other	Pri-Rel		MN
College of Santa Fe	002649	4-YR	Pri-Rel		NM
College of Southern Idaho	001619	2-YR	Public		ID
College of William and Mary	003705	Univ	Public		VA
College of Wooster	003037	4-YR	Pri-Ind		OH
College of the Holy Cross	002141	4-YR	Pri-Rel		MA
College of the Mainland	007096	2-YR	Public		TX
College of the Siskiyous	001187	2-YR	Public		CA
College of the Virgin Islands	008841	Univ	Public		VI
Collin County Community College	990107	2-YR	Public		TX
Colorado Mountain College	009007	2-YR	Public	Office	CO
Colorado Northwestern Community College	001359	2-YR	Public		CO
Colorado School of Mines	001348	4-YR	Public		CO
Colorado State University	001350	Univ	Public	Campus	CO
Colorado Technical College	010148	4-YR	Pri-Ind		CO
Columbia Basin Community College	003774	2-YR	Public		WA
Columbia Bible College and Seminary	003429	4-YR	Pri-Ind		SC
Columbia College	002456	4-YR	Pri-Ind		MO
Columbia College	003430	4-YR	Pri-Rel		SC
Columbia State Community College	990102	2-YR	Public		TN
Columbia Theological Seminary	001560	Theol	Pri-Rel		GA
Columbia University	007963	Univ	Pri-Ind		NY
Columbia University, Teachers' College	003979	Univ	Pri-Ind		NY
Columbia-Greene Community College	006789	2-YR	Public	Campus	NY
Columbus College	001561	4-YR	Public		GA
Community College of Allegheny County, Allegheny	003231	2-YR	Public	Office	PA
Community College of Allegheny County, South	007184	2-YR	Public	Campus	PA
Community College of Aurora	029367	2-YR	Public		CO
Community College of Beaver County	006807	2-YR	Public		PA
Community College of Denver	009542	2-YR	Public		CO
Community College of Micronesia	010343	2-YR	Public	Campus	TQ
Community College of Philadelphia	003249	2-YR	Public		PA
Community College of Rhode Island	003408	2-YR	Public	Main	RI
Concord College	003810	4-YR	Public		WV
Concordia College	002247	4-YR	Pri-Rel		MI
Concordia College	002346	4-YR	Pri-Rel		MN
Concordia College	002709	4-YR	Pri-Rel		NY
Concordia College, St. Paul	002347	4-YR	Pri-Rel		MN
Concordia College, Wisconsin	003842	4-YR	Pri-Rel		WI
Concordia Seminary	002457	Theol	Pri-Rel		MO
Concordia Teachers College	002541	4-YR	Pri-Rel		NE
Connecticut College	001379	4-YR	Pri-Ind		CT
Converse College	003431	4-YR	Pri-Ind		SC
Coppin State College	002068	4-YR	Public		MD
Cornell College	001856	4-YR	Pri-Ind		IA
Cornell University	002711	Univ	Pri-Ind	Main	NY
Cornell University Medical Center	004762	Med	Pri-Ind	Campus	NY
Corning Community College	002863	2-YR	Public	Campus	NY
Cosumnes River College	007536	2-YR	Public	Campus	CA
Cottey College	002458	2-YR	Pri-Ind		MO
County College of Morris	007729	2-YR	Public		NJ
Covenant Theological Seminary	004707	Theol	Pri-Rel		MO
Creighton University	002542	Univ	Pri-Rel		NE
Crowder College	002459	2-YR	Public		MO
Cuesta College	001192	2-YR	Public		CA
Culinary Institute of America	007304	Tech	Pri-Ind		NY
Cumberland County College	002601	2-YR	Public		NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Cuyahoga Community College	008797	2-YR	Public	Office	OH
D'Youville College	002712	4-YR	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-YR	Public		VA
Dakota Wesleyan University	003461	4-YR	Pri-Rel		SD
Dallas Christian College	006941	4-YR	Pri-Rel		TX
Dallas County Community College District, System Office	003561	2-YR	Public	Office	TX
Dallas Theological Seminary	003562	Theol	Pri-Ind		TX
Dalton Junior College	003956	2-YR	Public	Campus	GA
Dana College	002543	4-YR	Pri-Ind		NE
Daniel Webster College	004731	4-YR	Pri-Ind		NH
Dartmouth College	002573	4-YR	Pri-Ind		NH
David Lipscomb College	003486	4-YR	Pri-Rel		TN
Davidson College	002918	4-YR	Pri-Rel		NC
Davis and Elkins College	003811	4-YR	Pri-Rel		WV
Dawson Community College	002529	2-YR	Public		MT
Daytona Beach Community College	001475	2-YR	Public		FL
De Sales School of Theology	012029	Theol	Pri-Rel		DC
DeKalb College	990202	2-YR	Public		GA
DePaul University	001671	Univ	Pri-Rel		IL
DePauw University	001792	Univ	Pri-Rel		IN
Dean Junior College	002144	2-YR	Pri-Ind		MA
Defiance College	003041	4-YR	Pri-Rel		OH
Del Mar College	003563	2-YR	Public		TX
Delaware Technical and Community College, Southern	007053	2-YR	Public	Campus	DE
Delaware Technical and Community College, System Office	008074	2-YR	Public	Office	DE
Delaware Technical and Community College, Terry	011727	2-YR	Public	Campus	DE
Delgado Community College	004626	2-YR	Public	Office	LA
Delta College	002251	2-YR	Public		MI
Delta State University	002403	Univ	Public		MS
Delware Technical and Community College, Station Wilmington	011387	2-YR	Public	Campus	DE
Denmark Technical College	005363	2-YR	Public		SC
Des Moines Area Community College	008735	2-YR	Public		IA
Dickinson College	003253	4-YR	Pri-Ind		PA
Dickinson School of Law	003254	Law	Pri-Ind		PA
Dixie College	003671	2-YR	Public		UT
Doane College	002544	4-YR	Pri-Ind		NE
Dominican College of Blauvelt	002713	4-YR	Pri-Ind		NY
Dominican School of Philosophy and Theology	001296	Theo	Pri-Rel		CA
Don Bosco College	002602	4-YR	Pri-Ind		NJ
Dordt College	001859	4-YR	Pri-Ind		IA
Dr. William M. Scholl College of Podiatric Medicine	001690	Med	Pri-Ind		IL
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drury College	002461	4-YR	Pri-Rel		MO
Duke University	002920	Univ	Pri-Ind		NC
Duquesne University	003258	Univ	Pri-Rel		PA
Dyersburg State Community College	006835	2-YR	Public		TN
Earlham College	001793	4-YR	Pri-Rel		IN
East Carolina University	002923	Univ	Public	Campus	NC
East Central College	008862	2-YR	Public		MO
East Central University	003154	Univ	Public		OK
East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
Eastern College	003259	4-YR	Pri-Ind		PA
Eastern Illinois University	001674	Univ	Public	Campus	IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-YR	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-YR	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern New Mexico University, Clovis	990117	2-YR	Public	Campus	NM
Eastern Oregon State College	003193	4-YR	Public	Campus	OR
Eastern Washington University	003775	4-YR	Public		WA
Eastern Wyoming College	003929	2-YR	Public		WY
Eckerd College	001487	4-YR	Pri-Rel		FL
Eden Theological Seminary	002462	Theol	Pri-Ind		MO
Edgewood College	003848	4-YR	Pri-Rel		WI
Edison Community College	001477	2-YR	Public		FL
Edison State Community College	012270	2-YR	Public		OH
Edmonds Community College	005001	2-YR	Public		WA
El Paso Community College	010387	2-YR	Public		TX
El Reno Junior College	003156	2-YR	Public		OK
Elizabeth City State University	002926	Univ	Public	Campus	NC
Elizabeth Seton College	002717	2-YR	Pri-Ind		NY
Elizabethtown College	003262	4-YR	Pri-Ind		PA
Ellsworth Community College	001862	2-YR	Public	Campus	IA
Elmhurst College	001676	4-YR	Pri-Ind		IL
Elmira College	002718	4-YR	Pri-Ind		NY
Emanuel County Junior College	010997	2-YR	Public	Campus	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind		FL
Emerson College	002146	4-YR	Pri-Ind		MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Emory & Henry College	003709	4-YR	Pri-Rel		VA
Emory University	001564	Other	Pri-Ind		GA
Emporia State University	001927	Univ	Public		KS
Episcopal Theological Seminary of the Southwest	003566	Theol	Pri-Rel		TX
Erie Community College, City	010684	2-YR	Public	Campus	NY
Erie Community College, North	002865	2-YR	Public	Campus	NY
Erie Community College, South	012427	2-YR	Public	Campus	NY
Erie Community College, System Office	990201	2-YR	Public	System	NY
Essex Community College	002070	2-YR	Public	Campus	MA
Eugene Bible College	029251	4-YR	Pri-Rel		OR
Eureka College	001678	4-YR	Pri-Rel		IL
Evangel College	002463	4-YR	Pri-Rel		MO
Evangelical School of Theology	029237	Theol	Pri-Rel		PA
Evergreen State College	008155	4-YR	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fairleigh Dickinson University	008222	Univ	Pri-Ind		NJ
Fairmont State College	003812	4-YR	Public	Campus	WV
Fayetteville Technical Institute	007640	Tech	Public		NC
Feather River College	008597	2-YR	Public	Campus	CA
Ferris State College	002260	4-YR	Public		MI
Ferrum College	003711	4-YR	Pri-Rel		VA
Findlay College	003045	4-YR	Pri-Rel		OH
Fitchburg State College	002184	4-YR	Public		MA
Florida A&M University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida Community College, Jacksonville	001484	2-YR	Public	Office	FL
Florida International University	009635	Univ	Public		FL
Florida Keys Community College	001485	2-YR	Public		FL
Florida State University	001489	Univ	Public		FL
Florida State University, System Office	008068	Univ	Public	Office	FL
Fontbonne College	002464	4-YR	Pri-Ind		MO
Foothill-DeAnza Community College District	009020	2-YR	Public	Office	CA
Fordham University	002722	Univ	Pri-Rel		NY
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-YR	Public		CO
Fort Wayne Bible College	001797	4-YR	Pri-Ind		IN
Francis Marion College	009296	4-YR	Public		SC
Frank Phillips College	003568	2-YR	Public		TX
Franklin College of Indiana	001798	4-YR	Pri-Ind		IN
Franklin Pierce College	002575	4-YR	Pri-Ind		NH
Franklin University	003046	4-YR	Pri-Ind		OH
Franklin and Marshall College	003265	4-YR	Pri-Ind		PA
Frederick Community College	002071	2-YR	Public		MD
Friends Bible College	001917	4-YR	Pri-Ind		KS
Front Range Community College	007933	2-YR	Public		CO
Frostburg State University	002072	4-YR	Public		MD
Fundacion Educativa Ana G. Mendez, System Office	029078	Univ	Pri-Ind		PR
Furman University	003434	Univ	Pri-Rel		SC
G M I Engineering and Management Institute	002262	Other	Pri-Ind		MI
Gadsden State Community College	001017	2-YR	Public		AL
Gallaudet University	001443	Univ	Pri-Ind		DC
Galveston College	006662	2-YR	Public		TX
Gannon University	003266	Univ	Pri-Rel		PA
Gardner-Webb College	002929	4-YR	Pri-Rel		NC
Garrett Community College	010014	2-YR	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gateway Technical College	010883	Tech	Public	Main	WI
Gavilan College	001202	2-YR	Public		CA
General Theological Seminary	002726	Theol	Pri-Rel		NY
Genesee Community College	006782	2-YR	Public		NY
George C. Wallace State Community College, Dothan	001018	Other	Public		AL
George Fox College	003194	4-YR	Pri-Rel		OR
George Mason University	003749	Univ	Public		VA
George Williams College	001683	Univ	Pri-Ind		IL
George Washington University	001444	Univ	Pri-Ind		DC
Georgetown College	001964	4-YR	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-YR	Public	Campus	GA
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Southern College	001572	4-YR	Public	Campus	GA
Georgia Southwestern College	001573	4-YR	Public	Campus	GA
Georgia State University	001574	Univ	Public		GA
Germanna Community College	008660	2-YR	Public		VA
Gettysburg College	003268	4-YR	Pri-Rel		PA
Glenville State College	003813	4-YR	Public		WV
Golden Gate University	001205	Univ	Pri-Ind		CA
Gonzaga University	003778	Univ	Pri-Ind		WA
Gordon College	002153	4-YR	Pri-Ind		MA
Gordon-Conwell Theological Seminary	009747	Theol	Pri-Ind		MA
Goshen College	001799	4-YR	Pri-Rel		IN
Goucher College	002073	4-YR	Pri-Ind		MD

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Governors State University	009145	Univ	Public		IL
Grace College and Theological Seminary	001800	Other	Pri-Rel		IN
Grand Rapids Junior College	002267	2-YR	Public		MI
Grand Valley State College	002268	4-YR	Public		MI
Grand View College	001867	4-YR	Pri-Rel		IA
Grayson County College	003570	2-YR	Public		TX
Green Mountain College	003687	4-YR	Pri-Ind		VT
Greensboro College	002930	4-YR	Pri-Rel		NC
Grinnell College	001868	4-YR	Pri-Ind		IA
Guilford College	002931	4-YR	Pri-Rel		NC
Hagerstown Business College	007946	2-YR	Pri-Ind		MD
Hagerstown Junior College	002074	2-YR	Public		MD
Hahnemann University	003271	Med	Pri-Ind		PA
Hamilton College	002728	4-YR	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hannibal-LaGrange College	006098	4-YR	Pri-Rel		MO
Harding University	010311	Univ	Pri-Rel	Main	AR
Harford Community College	002075	2-YR	Public		MD
Harris-Stowe State College	002866	4-YR	Public		MO
Hartford College for Women	001386	2-YR	Pri-Ind		CT
Hartford Graduate Center	002804	Other	Pri-Ind		CT
Hartford Seminary	001387	Theol	Pri-Ind		CT
Hartnell Community College	001209	2-YR	Public		CA
Hartwick College	002729	4-YR	Pri-Ind		NY
Hastings College	002548	4-YR	Pri-Ind		NE
Haverford College	003274	4-YR	Pri-Ind		PA
Hawaii Loa College	004548	4-YR	Pri-Ind		HI
Hawthorne College	002678	4-YR	Pri-Ind		NH
Heidelberg College	003048	4-YR	Pri-Ind		OH
Hendrix College	001099	4-YR	Pri-Rel		AR
Highline Community College	001921	2-YR	Public		WA
Hinds Junior College District	002407	2-YR	Public	Main	MS
Hobart and William Smith Colleges	002731	4-YR	Pri-Ind		NY
Hollins College	003735	4-YR	Pri-Ind		VA
Holy Family College	003175	4-YR	Pri-Rel		PA
Holy Names College	001183	4-YR	Pri-Ind		CA
Holyoke Community College	002570	2-YR	Public	Campus	MA
Hood College	002076	4-YR	Pri-Ind		MD
Hope College	002273	4-YR	Pri-Rel		MI
Horry-Georgetown Technical College	004928	Tech	Public	Campus	SC
Houston Baptist University	003576	Univ	Pri-Rel		TX
Houston Community College System Office	010611	2-YR	Public	Office	TX
Howard Community College	002179	2-YR	Public		MD
Howard County Junior College District	003574	2-YR	Public	Main	TX
Howard University	001448	Univ	Pri-Ind		DC
Hudson Valley Community College	002668	2-YR	Public	Campus	NY
Humphreys College	001212	4-YR	Pri-Ind		CA
Huntingdon College	001019	4-YR	Pri-Rel		AL
Husson College	002043	4-YR	Pri-Ind		ME
Hutchinson Community College	001923	2-YR	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-YR	Pri-Rel	System	IL
Illinois Board of Regents	990209	Other	Public		IL
Illinois Central College	006753	2-YR	Public		IL
Illinois College	001688	4-YR	Pri-Ind		IL
Illinois College of Optometry	001689	4-YR	Pri-Ind		IL
Illinois Eastern Community Colleges	009135	2-YR	Public	Office	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Ind		IL
Immaculata College	003276	4-YR	Pri-Rel		PA
Indian Hills Community College	008736	2-YR	Public		IA
Indian River Community College	001493	2-YR	Public		FL
Indiana State University	009563	Univ	Public		IN
Indiana University of Pennsylvania	008810	Univ	Public	Campus	PA
Indiana University, Bloomington	001809	Univ	Public	Main	IN
Indiana University, East	001811	Univ	Public	Campus	IN
Indiana University, Kokomo	001814	Univ	Public	Campus	IN
Indiana University, Northwest	001815	Univ	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	009002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Institute of International Education	990116	Other	Public		NY
Institute of Paper Chemistry	005010	Other	Pri-Ind		WI
Institute of Transpersonal Psychology	990204	Other	Pri-Ind		CA
Interamerican University of Puerto Rico	008242	Univ	Pri-Ind	Office	PR
Iona College	002737	4-YR	Pri-Ind		NY
Iowa Lakes Community College	001864	2-YR	Public		IA
Iowa State University	001869	Univ	Public		IA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Iowa Valley Community College	002203	2-YR	Public	Office	IA
Iowa Wesleyan College	001871	4-YR	Pri-Ind		IA
Ithaca College	002739	4-YR	Pri-Ind		NY
Jackson State Community College	004937	2-YR	Public	Campus	TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-YR	Pri-Rel		TX
Jefferson Community College	002870	2-YR	Public		NY
Jefferson Technical College	007275	Tech	Public		OH
John Bastyr College	022425	Other	Pri-Ind		WA
John Carroll University	003050	Univ	Pri-Rel		OH
John F. Kennedy University	004484	Univ	Pri-Ind		CA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson County Community College	008244	2-YR	Public		KS
Joliet Junior College	001699	2-YR	Public		IL
Jones County Junior College	002411	2-YR	Public		MS
Judson College	001700	4-YR	Pri-Rel		IL
Juniata College	003279	4-YR	Pri-Ind		PA
Kalamazoo College	002275	4-YR	Pri-Ind		MI
Kalamazoo Valley Community College	006849	2-YR	Public		MI
Kankakee Community College	007690	2-YR	Public		IL
Kansas City College and Bible School	990209	4-YR	Pri-Rel		KS
Kansas State University	003928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kansas Wesleyan	003929	4-YR	Pri-Rel		KS
Kean College of New Jersey	002622	4-YR	Public		NJ
Kearney State College	002551	4-YR	Public	Campus	NE
Kellogg Community College	002276	2-YR	Public		MI
Kennebec Valley Vocational-Technical Institute	009826	Tech	Public	Campus	ME
Kennesaw College	001577	4-YR	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kent State University, Tuscarawas Regional Campus	003062	Other	Public	Campus	OH
Kentucky Christian College	003965	4-YR	Pri-Rel		KY
Kentucky State University	003968	Univ	Public		KY
Kentucky Wesleyan College	003969	4-YR	Pri-Rel		KY
Kenyon College	003065	4-YR	Pri-Ind		OH
Kettering College of Medical Arts	002744	2-YR	Pri-Rel		OH
Keystone Junior College	003280	2-YR	Pri-Ind		PA
King's College	003282	4-YR	Pri-Ind		PA
Kirkwood Community College	004078	2-YR	Public		IA
Kirtland Community College	007171	2-YR	Public		MI
Kutztown University	003522	Univ	Public	Campus	PA
La Grange College	001428	4-YR	Pri-Rel		GA
La Roche College	003967	4-YR	Pri-Rel		PA
La Salle University	003527	Univ	Pri-Ind		PA
Labette Community College	001930	2-YR	Public		KS
Laboure College	006328	2-YR	Pri-Rel		MA
Lafayette College	003284	4-YR	Pri-Ind		PA
Lake Erie College	003066	4-YR	Pri-Ind		OH
Lake Michigan College	002252	2-YR	Public		MI
Lake Tahoe Community College	012087	2-YR	Public		CA
Lamar University, Beaumont	003561	Univ	Public	Main	TX
Lancaster Bible College	003529	4-YR	Pri-Ind		PA
Lander College	003435	4-YR	Public		SC
Lane Community College	003196	2-YR	Public	Main	OR
Laney College	001766	2-YR	Public	Campus	CA
Langston University	003157	Univ	Public		OK
Lansing Community College	002278	2-YR	Public		MI
Laramie County Community College	006759	2-YR	Public		WY
Laredo Junior College	003562	2-YR	Public		TX
Lasell Junior College	002358	2-YR	Pri-Ind		MA
Lawrence University	003850	4-YR	Pri-Ind		WI
Le Moyne College	002744	4-YR	Pri-Ind		NY
LeTourneau College	003564	4-YR	Pri-Ind		TX
Lebanon Valley College	003288	4-YR	Pri-Rel		PA
Lees College	003470	2-YR	Pri-Rel		KY
Lees McRae College	002919	2-YR	Pri-Rel		NC
Lehigh County Community College	009410	2-YR	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lenoir-Rhyne College	002941	4-YR	Pri-Rel		NC
Lewis-Clark State College	003623	4-YR	Public	Main	ID
Lewis and Clark College	003167	4-YR	Pri-Ind		OR
Lewis and Clark Community College	010020	2-YR	Public		IL
Lima Technical College	010027	Tech	Public		OH
Lincoln Christian College and Seminary	001706	4-YR	Pri-Rel		IL
Lincoln College	001709	2-YR	Pri-Ind		IL
Lincoln Land Community College	007170	2-YR	Public		IL
Lincoln University	002479	Univ	Public	Office	MO
Lincoln University	003290	4-YR	Public		PA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lindsey Wilson College	001972	4-YR	Pri-Rel		KY
Linfield College	003198	4-YR	Pri-Rel	Main	OR
Linn-Benton Community College	006938	2-YR	Public	Main	OR
Livingston University	001024	Univ	Public		AL
Logan College of Chiropractic	004703	Other	Pri-Ind		MO
Loma Linda University, La Sierra	990078	Univ	Pri-Rel	Campus	CA
Loma Linda University, Loma Linda	001218	Univ	Pri-Rel	Campus	CA
Lon Morris College	003585	2-YR	Pri-Rel		TX
Long Island University, System Office	002751	Univ	Pri-Ind	Office	NY
Longview Community College	009140	2-YR	Public	Campus	MO
Longwood College	003719	4-YR	Public		VA
Lorain County Community College	003068	2-YR	Public		OH
Loras College	001873	4-YR	Pri-Rel		IA
Los Angeles College of Chiropractic	001229	Other	Pri-Ind		CA
Los Rios Community College District, System Office	001231	2-YR	Public	Office	CA
Louisiana College	002007	4-YR	Pri-Rel		LA
Louisiana State University Medical Center	002014	Med	Public	Campus	LA
Louisiana State University, Agricultural & Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Alexandria	002011	2-YR	Public	Campus	LA
Louisiana State University, Eunice	002012	2-YR	Public	Campus	LA
Louisiana State University, Shreveport	002013	4-YR	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Louisville Presbyterian Theological Seminary	001974	Theol	Pri-Rel		KY
Lower Columbia College	003782	2-YR	Public		WA
Loyola College	002078	4-YR	Pri-Rel		MD
Loyola Marymount University	011649	Univ	Pri-Ind		CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel		IL
Lubbock Christian University	003586	Univ	Pri-Rel		TX
Lurleen B. Wallace State Junior College	008988	2-YR	Public		AL
Luther College	003574	4-YR	Pri-Rel		IA
Lutheran Theological Southern Seminary	003437	Theol	Pri-Rel		SC
Lycoming College	003293	4-YR	Pri-Rel		PA
Lynchburg College	003720	4-YR	Pri-Rel		VA
Lyndon State College	003689	4-YR	Public	Campus	VT
MOntgomery College	006911	2-YR	Public	Office	MD
MacCormac Junior College	001716	2-YR	Pri-Ind		IL
Macalester College	002358	4-YR	Pri-Ind		MN
Macomb Community College	008319	2-YR	Public		MI
Madonna College	002282	4-YR	Pri-Rel		MI
Maine Maritime Academy, Castine	002044	4-YR	Public		ME
Mallinckrodt College of the North Shore	001718	4-YR	Pri-Rel		IL
Malone College	003072	4-YR	Pri-Rel		OH
Manatee Community College	001504	2-YR	Public		FL
Manchester College	001820	4-YR	Pri-Rel		IN
Manhattan Christian College	001931	4-YR	Pri-Rel		KS
Manhattanville College	002760	4-YR	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Mansfield University of Pennsylvania	003324	Univ	Public	Campus	PA
Maple Woods Community College	009139	2-YR	Public	Campus	MO
Maria Regina College	002764	2-YR	Pri-Rel		NY
Maricopa Community Colleges	001075	2-YR	Public	Office	AZ
Marietta College	003073	4-YR	Pri-Ind		OH
Marin Community College District, College of Marin	001178	2-YR	Public		CA
Marion College	001821	4-YR	Pri-Rel		IN
Marist College	002765	4-YR	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Mary Baldwin College	003723	4-YR	Pri-Rel		VA
Mary Washington College	003746	4-YR	Public		VA
Marygrove College	002284	4-YR	Pri-Ind		MI
Maryland Institute College of Art	002080	4-YR	Pri-Ind		MD
Maryland State Universities and Colleges, Board of Trustees	990001	Other	Public	System	MD
Marymount College	002768	4-YR	Pri-Ind		NY
Marymount College of Kansas	001932	4-YR	Pri-Rel		KS
Marymount Manhattan College	002769	4-YR	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-YR	Pri-Ind		CA
Maryville College, St. Louis	002482	4-YR	Pri-Ind		MO
Marywood College	003296	4-YR	Pri-Rel		PA
Massachusetts Board of Regents	029283	Other	Public	System	MA
Massachusetts General Hospital Institute of Health Professions	020817	Other	Pri-Ind		MA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Mater Dei College	002771	2-YR	Pri-Ind		NY
Mayville State University	002993	4-YR	Public		ND
McCormick Theological Seminary	001721	Theol	Pri-Rel		IL
McHenry County College	007691	2-YR	Public		IL
McPherson College	001933	4-YR	Pri-Ind		KS
Medaille College	002777	4-YR	Pri-Ind		NY
Medical College of Hampton Roads	010338	Med	Pri-Ind		VA
Medical College of Ohio, Toledo	007737	Med	Public		OH
Medical College of Pennsylvania	003398	Med	Pri-Ind		PA

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Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Medical University of South Carolina	003438	Med	Public		SC
Meharry Medical College	003506	Med	Pri-Ind		TN
Memphis College of Art	003507	4-YR	Pri-Ind		TN
Memphis State University	003509	Univ	Public	Campus	TN
Mennonite Biblical Seminary	001823	Theol	Pri-Rel	Campus	IN
Mercer County Community College	004740	2-YR	Public		NJ
Mercer University	001580	Univ	Pri-Rel	Main	GA
Mercy College of Detroit	002286	4-YR	Pri-Rel		MI
Mercyhurst College	003297	4-YR	Pri-Rel		PA
Meredith College	002945	4-YR	Pri-Rel		NC
Meridian Junior College	002413	2-YR	Public		MS
Merrimack College	002120	4-YR	Pri-Rel		MA
Merritt College	001267	2-YR	Public	Campus	CA
Mesa College	001358	4-YR	Public		CO
Metropolitan Community College	009137	2-YR	Public	Office	MO
Metropolitan State College	001360	4-YR	Public		CO
Metropolitan State University	010374	Other	Public	Campus	MN
Metropolitan Technical Community College	012586	2-YR	Public	Office	NE
Miami University, Oxford	007104	Univ	Public	Main	OH
Miami-Dade Community College	001506	2-YR	Public		FL
Michigan State University	002290	Univ	Public		MI
Michigan Technological University	002292	Univ	Public		MI
Mid Michigan Community College	006768	2-YR	Public		MI
Mid-Continent Baptist Bible College	029390	4-YR	Pri-Rel		KY
Middle Tennessee State University	003510	Univ	Public	Campus	TN
Midland College	004797	2-YR	Public		TX
Midlands Technical College	003993	2-YR	Public		SC
Midway College	001975	2-YR	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-YR	Public		MT
Millersville University of Pennsylvania	003325	Univ	Public		PA
Millikin University	001724	4-YR	Pri-Ind		IL
Millsaps College	002414	4-YR	Pri-Rel		MS
Milwaukee Area Technical College	003866	Tech	Public	Main	WI
Milwaukee Institute of Art and Design	029113	4-YR	Pri-Ind		WI
Minnesota Community Colleges, System Office	009346	2-YR	Public	Office	MN
Minnesota State University, System Office	029070	Univ	Public	Office	MN
Minot State University	002994	Univ	Public		ND
MiraCosta Community College District	001239	2-YR	Public		CA
Mississippi Gulf Coast Junior College, Jackson County	990043	2-YR	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	990044	2-YR	Public	Main	MS
Mississippi Gulf Coast Junior College, Perkinston	990083	2-YR	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008763	2-YR	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Missouri Baptist College	007540	4-YR	Pri-Rel		MO
Missouri Southern State College	002488	4-YR	Public		MO
Missouri Western State College	002490	4-YR	Public		MO
Mitchell College	001393	2-YR	Pri-Ind		CT
Mohave Community College	011864	2-YR	Public	Office	AZ
Mohawk Valley Community College	002671	2-YR	Public		NY
Molloy College	002775	4-YR	Pri-Rel		NY
Monmouth College	002616	4-YR	Pri-Ind		NJ
Monroe Community College	002672	2-YR	Public		NY
Monroe County Community College	005294	2-YR	Public		MI
Montana College of Mineral Science and Technology	002531	4-YR	Public	Campus	MT
Montana State University	002532	Univ	Public		MT
Montana University System	029072	Univ	Public	Office	MT
Montcalm Community College	002295	2-YR	Public		MI
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Montgomery County Community College	004452	2-YR	Public		PA
Montreat Anderson College	002948	4-YR	Pri-Rel		NC
Moorhead State University	002367	Univ	Public		MN
Moraine Valley Community College	007692	2-YR	Public		IL
Moravian College	003301	4-YR	Pri-Ind		PA
Morehead State University	001976	Univ	Public		KY
Morehouse School of Medicine	029297	Med	Pri-Ind		GA
Morgan Community College	009981	2-YR	Public	Campus	CO
Morningside College	001879	4-YR	Pri-Rel		IA
Morris Brown College	001583	4-YR	Pri-Rel		GA
Morton College	001728	2-YR	Public		IL
Motlow State Community College	006836	2-YR	Public		TN
Mott Community College	002261	2-YR	Public		MI
Mount Mary College	003869	4-YR	Pri-Ind		WI
Mount Mercy College	001880	4-YR	Pri-Rel		IA
Mount Sacred Heart College	001395	2-YR	Pri-Rel		CT
Mount Saint Clare College	001881	4-YR	Pri-Rel		IA
Mount Saint Mary's College	002086	4-YR	Pri-Ind		MD
Mount Saint Mary's College	002778	4-YR	Pri-Ind		CA
Mount San Antonio Community College	001245	2-YR	Public		CA
Mount San Jacinto College	001246	2-YR	Public		CA

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Mount Senario College	003873	4-YR	Pri-Ind		WI
Mount Union College	003083	4-YR	Pri-Rel		OH
Mount Vernon Nazarene College	007085	4-YR	Pri-Rel		OH
Mount Wachusett Community College	002172	2-YR	Public		MA
Mountain Empire Community College	009629	2-YR	Public	Campus	VA
Muhlenberg College	003304	4-YR	Pri-Rel		PA
Murray State College	003158	2-YR	Public		OK
Murray State University	001977	Univ	Public		KY
Muskegon Business College	002296	4-YR	Pri-Ind	Campus	MI
Muskegon Community College	002297	2-YR	Public		MI
Muskingum Area Technical College	008133	Tech	Public		OH
Muskingum College	003084	4-YR	Pri-Rel		OH
NAES College	029135	4-YR	Pri-Ind		IL
Naropa Institute	029185	Other	Pri-Ind		CO
Nassau Community College	002873	2-YR	Public		NY
National College of Education	001733	4-YR	Pri-Ind		IL
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College	002298	4-YR	Pri-Rel		MI
Nazareth College of Rochester	002779	4-YR	Pri-Ind		NY
Nebraska Christian College	012976	4-YR	Pri-Rel		NE
Nebraska Wesleyan University	002555	4-YR	Pri-Ind		NE
Neosho County Community College	001936	2-YR	Public		KS
Neumann College	1003988	4-YR	Pri-Rel		PA
New England College	002579	4-YR	Pri-Ind	Main	NH
New England Institute of Technology	007845	4-YR	Pri-Ind		RI
New Hampshire College	002580	4-YR	Pri-Ind		NH
New Hampshire Vocational Technical College, Laconia	007555	Tech	Public	Campus	NH
New Hampshire Vocational Technical College, Manchester	002582	2-YR	Public	Campus	NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico State University, Main	002657	Univ	Public		NM
New River Community College	009223	2-YR	Public		VA
New York Chiropractic College	012277	Other	Pri-Ind		NY
New York Institute of Technology, Main	004804	4-YR	Pri-Ind	Campus	NY
New York Law School	002783	Law	Pri-Ind		NY
New York Medical College	002784	Med	Pri-Ind		NY
New York Theological Seminary	002674	Theol	Pri-Ind		NY
Niagara County Community College	002874	2-YR	Public		NY
Niagara University	002788	Univ	Pri-Ind		NY
Nicholls State University	002005	Univ	Public		LA
North Adams State College	002187	4-YR	Public	Campus	MA
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina School of the Arts	003981	4-YR	Public	Campus	NC
North Carolina State University	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-YR	Pri-Rel		NC
North Central College	001734	4-YR	Pri-Rel		IL
North Central Technical College	005313	Tech	Public		OH
North Central Technical College	005387	Tech	Public		OH
North Country Community College	000711	2-YR	Public		NY
North Dakota State School of Science	002996	2-YR	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Dakota State University, Bottineau	002995	2-YR	Public	Campus	ND
North Greenville College	003441	2-YR	Pri-Rel		SC
North Harris County College, System Office	011145	2-YR	Public	Office	TX
North Idaho College	001623	2-YR	Public		ID
North Shore Community College	002173	2-YR	Public		MA
North Texas State University	003594	Univ	Public		TX
Northampton County Area Community College	007191	2-YR	Public		PA
Northeast Alabama State Junior College	001031	2-YR	Public		AL
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-YR	Public		NE
Northeastern Christian Junior College	003307	2-YR	Pri-Rel		PA
Northeastern Illinois University	001693	Univ	Public		IL
Northeastern Junior College	001361	2-YR	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Med	Public		OH
Northeastern Oklahoma State University	003161	Univ	Public		OK
Northeastern University	002199	Univ	Pri-Ind		MA
Northern Arizona University	001082	Univ	Public		AZ
Northern Essex Community College	002174	2-YR	Public		MA
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Marianas College	029355	2-YR	Public		CM
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-YR	Public	Campus	MT
Northern State College	003466	4-YR	Public		SD
Northern Virginia Community College	003727	2-YR	Public		VA
Northland College	003875	4-YR	Pri-Rel		WI
Northland Pioneer College	011862	2-YR	Public		AZ
Northrop University	001248	Univ	Pri-Ind		CA
Northwest Community College	003931	2-YR	Public		WY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Northwest Missouri State University	002496	Univ	Public		MO
Northwestern College	001883	4-YR	Pri-Rel		IA
Northwestern College	002371	4-YR	Pri-Ind		MN
Northwestern College of Chiropractic	012328	Med	Pri-Ind		MN
Northwestern Connecticut Community College	001398	2-YR	Public		CT
Northwestern Michigan College	002302	2-YR	Public		MI
Northwestern State University of Louisiana	002021	Univ	Public		LA
Northwestern University	001739	Univ	Pri-Ind		IL
Norwalk State Technical College	001400	2-YR	Public	Campus	CT
Norwich University	003692	Univ	Pri-Ind		VT
Notre Dame College	003085	4-YR	Pri-Rel		OH
Oakland Community College	008760	2-YR	Public	Office	MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-YR	Public		IL
Oakwood College	001033	4-YR	Pri-Rel		AL
Oberlin College	003086	4-YR	Pri-Ind		OH
Ocean County College	002624	2-YR	Public		NJ
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	004070	Univ	Public	Main	OH
Ohio Valley College	003819	2-YR	Pri-Rel		WV
Oklahoma Baptist University	003164	4-YR	Pri-Rel		OK
Oklahoma City Community College	010391	2-YR	Public		OK
Oklahoma City University	003166	Univ	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma Medical Research Foundation	980105	Other	Pri-Ind		OK
Oklahoma State University	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olivet Nazarene University	001741	Univ	Pri-Rel		IL
Olympic College	003784	2-YR	Public		WA
Onondaga Community College	002675	2-YR	Public		NY
Orange Coast College	001250	2-YR	Public	Campus	CA
Orange County Community College	002676	2-YR	Public	Campus	NY
Oregon Graduate Center	008856	Other	Pri-Ind		OR
Oregon Health Sciences University	003882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-YR	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	System	OR
Oregon State University	003210	Univ	Public		OR
Otero Junior College	001362	2-YR	Public	Campus	CO
Ottawa University	003937	4-YR	Pri-Rel	Main	KS
Otterbein College	003110	4-YR	Pri-Rel		OH
Our Lady of Holy Cross College	002023	4-YR	Pri-Rel		LA
Our Lady of the Lake University of San Antonio	003598	Univ	Pri-Rel		TX
Pace University	002791	Univ	Pri-Ind		NY
Pacific Graduate School of Psychology	029225	Other	Pri-Ind		CA
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific School of Religion	001256	Theol	Pri-Rel		CA
Paine College	001587	4-YR	Pri-Rel		GA
Palm Beach Atlantic College	008849	4-YR	Pri-Rel		FL
Palm Beach Junior College	001512	2-YR	Public	Main	FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Palomar College	001260	2-YR	Public		CA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-YR	Public		TX
Parkersburg Community College	003828	2-YR	Public		WV
Parkland College	007138	2-YR	Public		IL
Parks College of St. Louis University	003970	4-YR	Pri-Rel	Campus	IL
Passaic County Community College	009994	2-YR	Public		NJ
Paul Smith's College of Arts and Sciences	002795	2-YR	Pri-Ind		NY
Peace College	002953	2-YR	Pri-Rel		NC
Peirce Junior College	003309	2-YR	Pri-Ind		PA
Penn Valley Community College	002484	2-YR	Public	Campus	MO
Pennsylvania State System of Higher Education	029371	Other	Public	System	PA
Pennsylvania State University	006965	Univ	Public	Main	PA
Pepperdine University	007264	Univ	Pri-Ind		CA
Peralta Community Colleges District, System Office	001265	2-YR	Public	Office	CA
Peru State College	002559	4-YR	Public		NE
Pfeiffer College	002955	4-YR	Pri-Rel		NC
Philadelphia College of Pharmacy and Science	003353	4-YR	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-YR	Pri-Ind		PA
Phillips County Community College	001104	2-YR	Public		AR
Phillips University	003175	Univ	Pri-Rel		OK
Piedmont College	001588	4-YR	Pri-Ind		GA
Piedmont Technical College	009646	Tech	Public		NC
Piedmont Virginia Community College	009928	2-YR	Public	Campus	VA
Pierce College	990115	2-YR	Public		WA
Pikes Peak Community College	008896	2-YR	Public		CO
Pikeville College	001980	4-YR	Pri-Rel		KY
Pittsburg State University	003926	Univ	Public		KS
Pitzer College	001172	4-YR	Pri-Ind		CA
Plymouth State College	002591	4-YR	Public	Campus	NH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Point Loma Nazarene College	001262	4-YR	Pri-Rel		CA
Point Park College	003357	4-YR	Pri-Ind		PA
Pontifical College Josephinum	003413	4-YR	Pri-Ind		OH
Portland State University	003216	Univ	Public		OR
Post College	001401	4-YR	Pri-Ind		CT
Potomac State College of West Virginia University	003829	2-YR	Public	Campus	WV
Prairie State College	001640	2-YR	Public		IL
Prairie View A&M University	003630	Univ	Public	Campus	TX
Pratt Community College	001938	2-YR	Public		KS
Pratt Institute	002798	4-YR	Pri-Ind		NY
Presbyterian College	003445	4-YR	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Other	Pri-Rel		VA
Prince George's Community College	002089	2-YR	Public		MD
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-YR	Pri-Ind		IL
Providence College	003406	4-YR	Pri-Ind		RI
Pueblo Community College	029166	2-YR	Public		CO
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Queen of the Holy Rosary College	029377	2-YR	Pri-Rel		CA
Quincy College	001745	4-YR	Pri-Rel		IL
Quinnipiac College	001402	4-YR	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Ramapo College of New Jersey	009344	4-YR	Public		NJ
Randolph-Macon College	003733	4-YR	Pri-Rel		VA
Randolph-Macon Woman's College	003734	4-YR	Pri-Ind		VA
Rappahannock Community College	009160	2-YR	Public		VA
Red Rocks Community College	009543	2-YR	Public		CO
Reformed Bible College	002331	4-YR	Pri-Ind		MI
Reformed Theological Seminary	009193	Theol	Pri-Ind		MS
Regis College	001363	4-YR	Pri-Rel		CO
Regis College	002206	4-YR	Pri-Rel		MA
Renssalaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Research College of Nursing	006392	4-YR	Pri-Ind	Campus	MO
Rhode Island College	003407	4-YR	Public		RI
Rhode Island School of Design	003409	4-YR	Pri-Ind		RI
Richard Bland College	003707	2-YR	Public		VA
Richmond Technical College	005464	2-YR	Public		NC
Ridel College	002628	4-YR	Pri-Ind		NJ
Rio Grande College	003116	4-YR	Pri-Ind		OH
Ripon College	003884	4-YR	Pri-Ind		WI
Rivier College	002586	4-YR	Pri-Rel		NH
Roane State Community College	009414	2-YR	Public		TN
Roanoke College	003736	4-YR	Pri-Rel		VA
Robert Morris College	003359	4-YR	Pri-Ind		PA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockefeller University	003807	Univ	Pri-Ind		NY
Rockford College	001748	4-YR	Pri-Ind		IL
Rockhurst College	002499	4-YR	Pri-Rel		MO
Rocky Mountain College	003534	4-YR	Pri-Rel		MT
Rollins College	001515	4-YR	Pri-Ind		FL
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-YR	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	4-YR	Pri-Ind		IN
Rosemont College	003360	4-YR	Pri-Rel		PA
Rowan Technical College	005754	Tech	Public	Campus	NC
Russell Sage College	002810	4-YR	Pri-Ind	Main	NY
Rust College	002433	4-YR	Pri-Rel		MS
Rutgers, State University of New Jersey, New Brunswick	006964	Univ	Public	Main	NJ
Sacramento City College	001233	2-YR	Public	Campus	CA
Sacred Heart University	001403	4-YR	Pri-Rel		CT
Saint Andrew's Presbyterian College	002967	4-YR	Pri-Rel		NC
Saint Augustine College	029344	2-YR	Pri-Ind		IL
Saint Augustine's College	002968	4-YR	Pri-Rel		NC
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-YR	Pri-Rel		KY
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-YR	Pri-Ind		NY
Saint Francis College	003366	4-YR	Pri-Rel		PA
Saint John Fisher College	002821	4-YR	Pri-Rel		NY
Saint John's College	002093	4-YR	Pri-Ind	Campus	NM
Saint John's College, Main Campus	002092	4-YR	Pri-Ind	Campus	MD
Saint John's Seminary	002214	Theol	Pri-Rel		MA
Saint John's University	002379	4-YR	Pri-Rel		MN
Saint Joseph College	001409	4-YR	Pri-Ind		CT
Saint Joseph's College	001833	4-YR	Pri-Rel		IN
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Leo College	001526	4-YR	Pri-Ind		FL
Saint Louis Community College, Florissant Valley	002470	2-YR	Public	Campus	MO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Saint Louis Community College, Forest Park	002471	2-YR	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-YR	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-YR	Public	Office	MO
Saint Louis Conservartory of Music	002505	4-YR	Pri-Ind		MO
Saint Martin's College	003794	4-YR	Pri-Rel		WA
Saint Mary College	001941	4-YR	Pri-Rel		KS
Saint Mary's College	001836	4-YR	Pri-Rel		IN
Saint Mary's College	002380	4-YR	Pri-Ind	Office	MN
Saint Mary's College of California	001302	Univ	Pri-Rel		CA
Saint Mary's College of O'Fallon	002507	2-YR	Pri-Ind		MO
Saint Mary's University	003623	Univ	Pri-Rel		TX
Saint Meinrad College	001837	4-YR	Pri-Rel		IN
Saint Meinrad School of Theology	007276	Theol	Pri-Rel		IN
Saint Michael's College	003694	4-YR	Pri-Rel		VT
Saint Norbert College	003892	4-YR	Pri-Rel		WI
Saint Paul School of Theology	002509	Theol	Pri-Rel		MO
Saint Peter's College	002638	4-YR	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-YR	Public	Office	FL
Saint Thomas Aquinas College	002832	4-YR	Pri-Ind		NY
Saint Vincent College	003368	4-YR	Pri-Rel		PA
Saint Xavier College	001768	4-YR	Pri-Rel		IL
Salem College	002960	4-YR	Pri-Rel		NC
Salem State College	002188	4-YR	Public		MA
Salisbury State College	002091	4-YR	Public		MD
Salish Kootenai Community College	029224	2-YR	Pri-Ind		MT
Salt Lake Community College	990205	2-YR	Public		UT
Salve Regina College	003411	4-YR	Pri-Ind		RI
Sam Houston State University	003606	Univ	Public		TX
Samford University	001036	Univ	Pri-Rel		AL
San Diego Community College District	001273	2-YR	Public	Office	CA
San Diego State University	001151	Univ	Public	Campus	CA
San Francisco Art Institute	003948	4-YR	Pri-Ind		CA
San Jacinto College, Central	003609	2-YR	Public		TX
San Mateo County Community College District, System Office	004697	Other	Public	Campus	CA
Sangamon State University	009333	Univ	Public		IL
Santa Clara University	[illegible]	Univ	Pri-Rel		CA
Santa Fe Community College	666619	2-YR	Public		NM
Santa Rosa Junior College	001287	2-YR	Public		CA
Savannah State College	001590	4-YR	Public		GA
Saybrook Institute	029178	Other	Pri-Ind		CA
School of the Associated Arts	029191	Other	Pri-Ind		MN
Schoolcraft College	002315	2-YR	Public		MI
Scripps College	001174	4-YR	Pri-Ind		CA
Seabury Western Theological Seminary	001754	Theol	Pri-Rel		IL
Seattle Community College District, System Office	010106	2-YR	Public	Office	WA
Seattle Pacific University	003788	Univ	Pri-Rel		WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Junior College	003178	2-YR	Public		OK
Seton Hall University	002632	Univ	Pri-Rel	Main	NJ
Seton Hill College	003362	4-YR	Pri-Rel		PA
Seward County Community College	008228	2-YR	Public		KS
Shelby State Community College	010439	2-YR	Public	Campus	TN
Sheldon Jackson College	001062	4-YR	Pri-Rel		AK
Shepherd College	003822	4-YR	Public		WV
Sherman College of Straight Chiropractic	029058	Other	Pri-Ind		SC
Shippensburg University	003326	Univ	Public		PA
Siena College	[illegible]	4-YR	Pri-Rel		NY
Siena Heights College	002316	4-YR	Pri-Rel		MI
Sierra College	001290	2-YR	Public		CA
Simpson College	001887	4-YR	Pri-Ind		IA
Sinclair Community College	003119	2-YR	Public		OH
Sioux Falls College	003469	4-YR	Pri-Rel		SD
Skidmore College	002814	4-YR	Pri-Ind		NY
Snead State Junior College	001038	2-YR	Public	Campus	AL
Snow College	003679	2-YR	Public		UT
Solano Community College	001292	2-YR	Public		CA
Sonoma State University	001156	Univ	Public	Campus	CA
South Central Community College	008037	2-YR	Public		CT
South Dakota Board of Regents	990082	Other	Public	System	SD
South Dakota School of Mines and Technology	003470	4-YR	Public		SD
South Dakota State University	003471	Univ	Public		SD
South Florida Community College	001522	2-YR	Public		FL
South Georgia College	001592	2-YR	Public	Campus	GA
Southeast Community College, System Office	029003	2-YR	Public		NE
Southeast Missouri State University	002501	Univ	Public	Office	MO
Southeastern Baptist Theological Seminary	002963	Theol	Pri-Rel		NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Arkansas University, El Dorado	013176	2-YR	Public	Campus	AR
Southern Baptist College	001106	4-YR	Pri-Rel		AR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Southern California College	001293	4-YR	Pri-Rel		CA
Southern California College of Optometry	001230	Other	Pri-Ind		CA
Southern College of Seventh-Day Adventists	003518	4-YR	Pri-Rel		TN
Southern College of Technology	001570	4-YR	Public		GA
Southern Connecticut State University	001406	Univ	Public	Campus	CT
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Oregon State College	003219	4-YR	Public	Campus	OR
Southern State Community College	012870	2-YR	Public		OH
Southern Union State Junior College	001040	2-YR	Public		AL
Southern Utah State College	003678	4-YR	Public		UT
Southern Vermont College	003693	4-YR	Pri-Ind		VT
Southern West Virginia Community College	003816	2-YR	Public	Office	WV
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State Technical College	990109	Tech	Public		AL
Southwest Texas Junior College	003614	2-YR	Public		TX
Southwest Texas State University	003615	Univ	Public	Campus	TX
Southwest Virginia Community College	007260	2-YR	Public		VA
Southwestern Assemblies of God College	003616	4-YR	Pri-Rel		TX
Southwestern College	001294	2-YR	Public		CA
Southwestern College	001940	4-YR	Pri-Rel		KS
Southwestern University	001295	Law	Pri-Ind		CA
Southwestern University	003620	4-YR	Pri-Rel		TX
Spartanburg Methodist College	003447	2-YR	Pri-Rel		SC
Spartanburg Technical College	003994	2-YR	Public		SC
Spelman College	001594	4-YR	Pri-Ind		GA
Spring Arbor College	002316	4-YR	Pri-Rel		MI
Spring Hill College	001041	4-YR	Pri-Ind		AL
Springfield College	002211	4-YR	Pri-Ind		MA
Springfield College in Illinois	001761	2-YR	Pri-Rel		IL
Springfield Technical Community College	008078	2-YR	Public		MA
Spurgeon Baptist Bible College	029309	4-YR	Pri-Rel		FL
Stanford University	001305	Univ	Pri-Ind		CA
State Center Community College District	001306	2-YR	Public	Office	CA
State Fair Community College	006080	2-YR	Public		MO
State Technical Institute at Memphis	007105	Tech	Public	Campus	TN
State Technical Institute, Knoxville	012693	Tech	Public	Campus	TN
State University of New York Agricultural & Technical College, Cobleskill	002856	2-YR	Public	Campus	NY
State University of New York College, Cortland	002843	4-YR	Public	Campus	NY
State University of New York College, Fredonia	002844	4-YR	Public	Campus	NY
State University of New York College, Plattsburgh	002849	4-YR	Public	Campus	NY
State University of New York College, Potsdam	002850	4-YR	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Campus	NY
State University of New York, Alfred	002854	2-YR	Public	Campus	NY
State University of New York, Binghamton	002836	Univ	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Main	NY
State University of New York, College at Brockport	002841	4-YR	Public	Campus	NY
State University of New York, College at Old Westbury	007109	4-YR	Public	Campus	NY
State University of New York, College of Technology	006792	2-YR	Public	Campus	NY
State University of New York, Geneseo	002845	4-YR	Public	Campus	NY
State University of New York, Health Science Center	002840	Med	Public	Campus	NY
State University of New York, Research Foundation	990088	Other	Public	System	NY
State University of New York, Science Center at Brooklyn	990206	Med	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, System Office	002834	Other	Public	Office	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-YR	Pri-Ind		MO
Sterling College	029334	2-YR	Pri-Ind		VT
Stetson University	001531	Univ	Pri-Rel		FL
Stevens Institute of Technology	002639	4-YR	Pri-Ind		NJ
Stillman College	001044	4-YR	Pri-Rel		AL
Stonehill College	002217	4-YR	Pri-Rel		MA
Suffolk County Community College, Ammerman	002878	2-YR	Public		NY
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-YR	Public		SC
Suomi College	002352	2-YR	Pri-Rel		MI
Susquehanna University	003369	4-YR	Pri-Rel		PA
Swarthmore College	003370	4-YR	Pri-Ind		PA
Sweet Briar College	003742	4-YR	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tacoma Community College	003796	2-YR	Public		WA
Taft College	001309	2-YR	Public		CA
Talmudical Yeshiva of Philadelphia	012523	Theol	Pri-Ind		PA
Tarkio College	002513	4-YR	Pri-Rel	Main	MO
Tarleton State University	003631	Univ	Public		TX
Tarrant County Junior College	008698	2-YR	Public	Office	TX
Taylor University	001838	4-YR	Pri-Ind		IN
Temple Junior College	003627	2-YR	Public		TX
Temple University	003371	Univ	Public	Main	PA
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN

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Terra Technical College	008278	2-YR	Public		OH
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas A&M University, System Office	003629	Other	Public	Office	TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-YR	Pri-Rel		TX
Texas State Technical Institute	009932	Tech	Public	Campus	TX
Texas State Technical Institute, Amarillo	009933	Tech	Public	Campus	TX
Texas State Technical Institute, Harlingen	009225	Tech	Public	Campus	TX
Texas Tech University	003644	Univ	Public	Campus	TX
Texas Wesleyan College	003645	4-YR	Pri-Rel		TX
Texas Woman's University	003646	Univ	Public		TX
Thames Valley State Technical College	001413	2-YR	Public	Campus	CT
The Academy of the New Church	003228	4-YR	Pri-Rel		PA
The Wood School	007405	Other	Pri-Ind		NY
Thomas A. Edison State College	011648	Other	Public		NJ
Thomas College	001555	2-YR	Pri-Ind		GA
Thomas College	002052	4-YR	Pri-Ind		ME
Thomas Nelson Community College	006871	2-YR	Public	Campus	VA
Thornton Community College	001769	2-YR	Public		IL
Tiffin University	003121	4-YR	Pri-Ind		OH
Tomlinson College	029047	2-YR	Pri-Rel		TN
Tompkins-Cortland Community College	006788	2-YR	Public		NY
Towson State University	002099	Univ	Public	Campus	MD
Transylvania University	001987	4-YR	Pri-Ind		KY
Trenton Junior College	002514	2-YR	Public		MO
Trenton State College	002642	4-YR	Public		NJ
Trevecca Nazarene College	003526	4-YR	Pri-Rel		TN
Tri-Cities State Technical Institute	029260	Tech	Public		TN
Tri-State University	001839	4-YR	Pri-Ind		IN
Trident Technical College	008818	Tech	Public		SC
Trinidad State Junior College	001368	2-YR	Public	Campus	CO
Trinity Christian College	001771	4-YR	Pri-Rel		IL
Trinity Lutheran Seminary	003044	Theol	Pri-Rel		OH
Trinity University	003647	Univ	Pri-Rel		TX
Trinity Valley Community College	003572	2-YR	Public	Office	TX
Troy State University	001047	Univ	Public	Main	AL
Troy State University, Dothan	001048	Univ	Public	Campus	AL
Truckee Meadows Community College	029231	2-YR	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tunxis Community College	009764	2-YR	Public	Campus	CT
Tyler Junior College	003648	2-YR	Public		TX
Ulster County Community College	002880	2-YR	Public		NY
Umpqua Community College	003222	Other	Public		OR
Uniformed Services University of the Health Sciences	029169	Med	Public		MD
Union College	001988	4-YR	Pri-Rel		KY
Union for Experimenting Colleges and Universities	010923	Univ	Pri-Ind		OH
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Rel		MN
United Wesleyan College	003261	4-YR	Pri-Rel		PA
Universidad Central del Caribe, School of Medicine	029229	Med	Pri-Ind		PR
University of Akron	003123	Univ	Public	Main	OH
University of Akron, Wayne General and Technical College	010818	2-YR	Public	Campus	OH
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	029067	Univ	Public	Office	AL
University of Alabama, Tuscaloosa	001051	Univ	Public	Campus	AL
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Fayetteville	001108	Univ	Public	Campus	AR
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public		AR
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, Office of the President	001311	Univ	Public	Office	CA
University of California, Riverside	001316	Univ	Public	Campus	CA
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA
University of Central Arkansas	001092	4-YR	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Cincinnati	003125	Univ	Public		OH
University of Colorado Health Sciences Center	004508	Med	Public	Campus	CO
University of Colorado, Boulder	001370	Univ	Public	Campus	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Connecticut Health Center	009030	Med	Public	Campus	CT
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI

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University of Dubuque	001891	Univ	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public	Campus	FL
University of Georgia	001598	Univ	Public		GA
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	4-YR	Public	Campus	HI
University of Hawaii, Honolulu Community College	001612	2-YR	Public	Campus	HI
University of Hawaii, Kapiolani Community College	001613	2-YR	Public	Campus	HI
University of Hawaii, Kauai Community College	001614	2-YR	Public	Campus	HI
University of Hawaii, Leeward Community College	004549	2-YR	Public	Campus	HI
University of Hawaii, Manoa	001610	Univ	Public	Main	HI
University of Hawaii, Maui Community College	001615	2-YR	Public	Campus	HI
University of Hawaii, System Office	007885	Univ	Public	Office	HI
University of Hawaii, West Oahu	029102	4-YR	Public	Campus	HI
University of Hawaii, Windward Community College	010390	2-YR	Public	Campus	HI
University of Health Sciences, Chicago Medical School	001659	Med	Pri-Ind		IL
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	Univ	Public	Campus	TX
University of Houston, University Park	003652	Univ	Public	Campus	TX
University of Houston, Victoria	013231	Univ	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago	001776	Univ	Public	Campus	IL
University of Illinois, System Office	008001	Univ	Public	System	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Campus	IL
University of Indianapolis	990208	Univ	Pri-Rel		IN
University of Iowa	001892	Univ	Public		IA
University of Kansas Medical Center	004605	Med	Public	Campus	KS
University of Kansas, Lawrence Campus	001948	Univ	Public	Campus	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of La Verne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	4-YR	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	Univ	Public	Campus	ME
University of Maine, Farmington	002040	4-YR	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-YR	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Campus	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	006012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore	002104	Univ	Public	Campus	MD
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System office	007959	Univ	Public	Office	MD
University of Massachusetts Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, Amherst	002221	Univ	Public	Main	MA
University of Medicine and Dentistry of New Jersey	002620	Other	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	4-YR	Public	Campus	MI
University of Minnesota	002388	Univ	Public	Campus	MN
University of Minnesota Technical College, Crookston	004069	2-YR	Public	Office	MN
University of Minnesota, Morris	002389	4-YR	Public	Campus	MN
University of Minnesota, System Office	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, St. Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public		MT
University of Montevallo	001004	4-YR	Public		AL
University of Nebraska Medical Center	006895	Med	Public	Campus	NE
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Las Vegas	002569	Univ	Public	Campus	NV
University of Nevada, Reno	002568	Univ	Public	Campus	NV
University of Nevada, System Office	008026	Univ	Public	System	NV
University of New England	002050	Univ	Pri-Ind		ME
University of New Hampshire	002589	Univ	Public	Campus	NH
University of New Hampshire, System Office	008027	Other	Public	Office	NH
University of New Mexico	010313	Univ	Public		NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Charlotte	002975	Univ	Public	Campus	NC
University of North Dakota	003005	2-YR	Public		ND
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Rel		IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Oklahoma, Health Sciences Center	005889	Med	Public	Campus	OK
University of Oklahoma, Norman	003184	Univ	Public	Main	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	4-YR	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Main	AZ
University of Portland	003224	Univ	Pri-Ind		OR
University of Puerto Rico	007206	4-YR	Public	Campus	PR
University of Puerto Rico Humacao University College	003943	4-YR	Public	Campus	PR
University of Puerto Rico, Aguadilla Regional College	012123	2-YR	Public	Campus	PR
University of Puerto Rico, Arecibo Technological Univ. College	007228	4-YR	Public	Campus	PR
University of Puerto Rico, Carolina Regional College	666661	2-YR	Public	Campus	PR
University of Puerto Rico, Mayaguez Campus	003944	Univ	Public	Campus	PR
University of Puerto Rico, Ponce Tech. Univ. College	009652	4-YR	Public	Campus	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public		RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002694	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Ind		TX
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-YR	Public		OK
University of Scranton	003384	Univ	Pri-Ind		PA
University of South Alabama	001057	Other	Public		AL
University of South Carolina, Aiken	003449	4-YR	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-YR	Public	Campus	SC
University of South Carolina, Columbia	003448	Univ	Public	Office	SC
University of South Carolina, Spartanburg	006951	Univ	Public	Campus	SC
University of South Carolina, Union	004972	2-YR	Public	Campus	SC
University of South Dakota	010300	Univ	Public		SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Indiana	001808	Univ	Public		IN
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, Memphis	006725	Med	Public	Campus	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas Health Science Center, Houston	011618	Other	Public	Campus	TX
University of Texas Health Science Center, San Antonio	010115	Univ	Public	Campus	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, System Office	003655	Other	Public	Office	TX
University of Texas, Tyler	011163	Other	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Univ	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Los Angeles	009170	Law	Pri-Ind		CA
University of Wisconsin Centers	003897	2-YR	Public	Office	WI
University of Wisconsin, Eau Claire	003917	4-YR	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public		WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the Arts	990207	Univ	Pri-Ind		PA
University of the District of Columbia	029100	Univ	Public		DC
University of the Ozarks	001094	Univ	Pri-Ind		AR
University of the Pacific	001329	Univ	Pri-Ind		CA
University of the South	003534	Univ	Pri-Rel		TN
Upper Iowa University	001893	4-YR	Pri-Ind		IA
Urbana University	003133	Univ	Pri-Ind		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Ursuline College	003134	4-YR	Pri-Rel		OH
Utah State Board of Regents	009339	Other	Public	System	UT
Utah State University	003677	Univ	Public	Campus	UT
Utah Valley Community College	004027	2-YR	Public		UT
Valdosta State College	001599	4-YR	Public		GA
Valencia Community College	006750	2-YR	Public	Campus	FL
Valley City State University	003008	4-YR	Public		ND
Valparaiso University	001842	Univ	Pri-Rel		IN
Vance-Granville Community College	009903	2-YR	Public		NC
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-YR	Pri-Ind		NY
Vermont State Colleges, System Office	029162	Other	Public	Office	VT
Victoria College	003662	2-YR	Public		TX
Villa Maria College	003387	4-YR	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-YR	Public	Main	IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Intermont College	003752	4-YR	Pri-Rel		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-YR	Public	Office	VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-YR	Pri-Rel		VA
Vista College	029106	2-YR	Public	Campus	CA
Viterbo College	003911	4-YR	Pri-Rel		WI
Volunteer State Community College	009912	2-YR	Public		TN
Wagner College	002899	4-YR	Pri-Ind		NY
Waldorf College	001895	2-YR	Pri-Rel		IA
Walla Walla Community College	005006	2-YR	Public	Main	WA
Wallace State Community College, Hanceville	007871	2-YR	Public		AL
Walsh College of Accounting and Business Administration	004071	2-YR	Pri-Ind		MI
Walters State Community College	008863	2-YR	Public		TN
Warren Wilson College	002979	4-YR	Pri-Rel		NC
Wartburg College	001896	4-YR	Pri-Rel		IA
Wartburg Theological Seminary	001897	Theol	Pri-Rel		IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington Bible College	001462	Theol	Pri-Ind		MD
Washington College	002108	4-YR	Pri-Ind		MD
Washington State Community College, District Office	010784	2-YR	Public	Office	WA
Washington State University	003800	Univ	Public		WA
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-YR	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA
Washtenaw Community College	002328	2-YR	Public		MI
Waubonsee Community College	006931	2-YR	Public		IL
Waukesha County Technical Institute	009258	Tech	Public	Main	WI
Waycross Junior College	029028	2-YR	Public		GA
Wayne Community College	002980	2-YR	Public		NC
Wayne County Community College	009230	2-YR	Public	Office	MI
Waynesburg College	003391	4-YR	Pri-Ind		PA
Weber State College	003680	4-YR	Public		UT
Wellesley College	002224	4-YR	Pri-Ind		MA
Wells College	002901	4-YR	Pri-Ind		NY
Wentworth Institute of Technology	029099	4-YR	Pri-Ind		MA
Wesley College	001433	4-YR	Pri-Rel		DE
Wesley Theological Seminary	001464	Theol	Pri-Rel		DC
Wesleyan College	001680	4-YR	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Chester University	003328	Univ	Public	Campus	PA
West Georgia College	001601	4-YR	Public	Campus	GA
West Liberty State College	003823	4-YR	Public		WV
West Shore Community College	007950	2-YR	Public		MI
West Suburban College of Nursing	006250	Other	Pri-Ind		IL
West Texas State University	003665	Univ	Public		TX
West Valley College	001338	2-YR	Public	Campus	CA
West Virginia Board of Regents	980067	Other	Public	System	WV
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Institute of Technology	003825	4-YR	Public		WV
West Virginia State College	003826	4-YR	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-YR	Pri-Rel		WV
Westchester Community College	002881	2-YR	Public	Campus	NY
Western Baptist College	001339	4-YR	Pri-Rel		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Evangelical Seminary	003226	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Interstate Commission for Higher Education	990060	Other	Public		CO
Western Iowa Tech Community College	007316	2-YR	Public		IA
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-YR	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Western Montana College	002537	4-YR	Public		MT
Western Nevada Community College	010363	2-YR	Public	Campus	NV
Western New England College	002226	4-YR	Pri-Ind		MA
Western Oregon State College	003209	4-YR	Public	Campus	OR
Western State College of Colorado	001372	4-YR	Public		CO
Western Technical Community College Area	029326	2-YR	Public	Office	NE
Western Texas College	009549	2-YR	Public		TX
Western Washington University	003802	Univ	Public		WA
Western Wisconsin Technical Institute	003840	Tech	Public	Main	WI
Western Wyoming Community College	003933	2-YR	Public		WY
Westmar College	001899	4-YR	Pri-Rel		IA
Westminster College	003392	4-YR	Pri-Ind		PA
Westminster College of Salt Lake City	003681	4-YR	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-YR	Pri-Ind		CA
Westmoreland County Community College	010176	2-YR	Public		PA
Wharton County Junior College	003668	2-YR	Public		TX
Wheaton College	001781	4-YR	Pri-Rel		IL
Wheaton College	002227	4-YR	Pri-Ind		MA
Wheeling College	003831	4-YR	Pri-Rel		WV
Wheelock College	002228	4-YR	Pri-Ind		MA
Whittier College	001342	4-YR	Pri-Ind		CA
Whitworth College	003804	4-YR	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Widener University	003313	Univ	Pri-Ind	Office	PA
Wilberforce University	003141	4-YR	Pri-Rel		OH
Wiley College	003669	4-YR	Pri-Rel		TX
Wilkes College	003394	4-YR	Pri-Ind		PA
Wilkes Community College	002983	2-YR	Public		NC
Willamette University	003227	Univ	Pri-Ind		OR
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Penn College	001900	4-YR	Pri-Rel		IA
William Rainey Harper College	003961	2-YR	Public		IL
William Woods College	002525	4-YR	Pri-Rel		MO
Williamsburg Technical College	009322	2-YR	Public		SC
Williamson Free School of Mechanical Trades	990119	Other	Pri-Ind		PA
Williamsport Area Community College	003395	2-YR	Public		PA
Wilmington College	003142	4-YR	Pri-Rel		OH
Winthrop College	003456	4-YR	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wood Junior College	002448	2-YR	Pri-Rel		MS
Woodbury University	001343	Univ	Pri-Ind		CA
Woods Hole Oceanographic Institution	990081	Other	Pri-Ind	Campus	MA
Wor-Wic Tech Community College	029053	2-YR	Public		MD
Worcester Polytechnic Institute	002233	4-YR	Pri-Ind		MA
World College West	011611	4-YR	Pri-Ind		CA
Worthington Community College	002395	2-YR	Public	Campus	MN
Wright State University	009168	Univ	Public	Office	OH
Xavier University	003144	Univ	Pri-Rel		OH
Yakima Valley Community College	003805	2-YR	Public		WA
Yale University	001426	Univ	Pri-Ind		CT
Yavapai College	010079	2-YR	Public	Main	AZ
York College of Pennsylvania	003396	4-YR	Pri-Ind		PA
Youngstown State University	003145	Univ	Public		OH

PRIMARY JOB FAMILY GROUPINGS

Executive

101.0 Chief Executive Officer
System/District/Multicampus Operation
(President/Chancellor)
102.0 Chief Executive Officer of a Single Institution
(President/Chancellor)
103.0 Executive Vice President

Academic

201.0 Chief Academic Officer
202.0 Chief Health Professions Officer
203.0 Director, Library Services
204.0 Director, Institutional Research
205.0 Director, Educational Media Services
206.0 Director, Learning Resources Center
207.0 Director, International Studies Education
208.0 Director, Computer Center Operations Academic
209.0 Administrator, Grants and Contracts

Deans

210.0 Architecture
211.0 Agriculture
212.0 Arts and Letters
213.0 Arts and Sciences
214.0 Business
215.0 Communications
216.0 Continuing Education
217.0 Dentistry
218.0 Education
219.0 Engineering
220.0 Experimental Programs
221.0 Extension
222.0 Fine Arts
223.0 Graduate Programs
224.0 Health-Related Professions
225.0 Home Economics
226.0 Humanities
227.0 Instruction
228.0 Law
229.0 Library and Information Sciences
230.0 Mathematics
231.0 Medicine
232.0 Music
233.0 Nursing
234.0 Occupational Studies/Vocational Education/Technology
235.0 Pharmacy
236.0 Public Health
237.0 Sciences
238.0 Social Sciences
239.0 Social Work
240.0 Special Programs
241.0 Undergraduate Programs
242.0 Veterinary Medicine

Administrative

301.0 Chief Business Officer
302.0 Chief Planning Officer
303.0 Chief Budgeting Officer
304.0 Chief Planning and Budget Officer

305.0 General Counsel
306.0 Chief Personnel/Human Resources Officer
307.0 Director, Affirmative Action/Equal Employment
308.0 Director, Personnel and Affirmative Action
309.0 Director, Computer Center
310.0 Director, Computer Center Operations/Administrative
311.0 Director, Information Systems
312.0 Chief, Physical Plant/Facilities Management Officer
313.0 Comptroller
314.0 Director, Accounting
315.0 Bursar
316.0 Director, Purchasing
317.0 Director, Bookstore
318.0 Director, Internal Audit
319.0 Director, Auxiliary Services
320.0 Director, Campus Security
321.0 Director, Risk Management and Insurance
322.0 Administrator, Hospital/Medical Center

External Affairs

401.0 Chief Development Officer
402.0 Chief Public Relations Officer
403.0 Chief Development and Public Relations Officer
404.0 Director, Alumni Affairs
405.0 Director, Development and Alumni Affairs
406.0 Director, Special and Deferred Gifts
407.0 Director, Church Relations
408.0 Director, Community Services
409.0 Director, Publications
410.0 Director, Information Office
411.0 Director, News Bureau

Student Services

501.0 Chief Student Affairs Officer
502.0 Director, Admissions
503.0 Director, Admissions and Registrar
504.0 Registrar
505.0 Director, Admissions and Financial Aid
506.0 Director, Student Financial Aid
507.0 Director, Food Services
508.0 Director, Student Housing
509.0 Director, Housing and Food Service
510.0 Director, Foreign Student
511.0 Director, Student Union
512.0 Director, Student Activities
513.0 Director, Student Placement
514.0 Director, Student Counseling
515.0 Director, Student Health Services/Physician Administrator
516.0 Director, Student Health Services/Nurse Administrator
517.0 Chaplain
518.0 Director, Athletics
519.0 Director, Sports Information
520.0 Director, Athletics/Men
521.0 Director, Athletics/Women
522.0 Director, Campus Recreation/Intramurals

CUPA

1987-88 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association
11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1987-88 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE **ONLY** BY SEPTEMBER 30, 1987 TO: **CUPA SURVEYS, P.O. BOX L, PITTSBURGH, PA 15213.** IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 462-1038.

I. **GENERAL**

1. PRINT or TYPE all information.

2. Do not use abbreviations.

3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.

4. **Return only the questionnaire form.**

5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. **INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS** (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical purposes. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. **Institution Identification**

1. *Name/ Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.

2. *Classifications* - Indicate whether your institution is a two-year college, four-year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.

3. *Source of Support* - Indicate whether your institution is public, private and religious-group affiliated, or private and independent.

4. *Structure* - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system, a main campus heading a system, or a campus within a system. (**Important Note:** If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 5. If you check "main campus heading a system" or "campus within a system," provide individual campus figures in Question 5.)

5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff (i.e., executive, administrative, managerial, and professional as defined by EEO categories 1 and 3), and total 1987-88 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. **SURVEY POSITION INSTRUCTIONS**

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary). Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries at full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 307.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.0, you would write 306.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY SEPTEMBER 30, 1987 TO:

CUPA SURVEYS
P.O. BOX L
PITTSBURGH, PA 15213

(Your speed in returning this questionnaire is essential.)

APPENDIX D

1987-88 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions.

EXECUTIVE

101.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.1 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.1 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.0 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

201.1 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) non-credit conferences and seminars.

202.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

203.1 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

203.2 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

203.3 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving processing, bibliographic control, cataloguing, binding, and repair, etc.

203.4 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (lending, orientation, bibliographic instruction, audio-visual services, etc.)

203.5 REFERENCE LIBRARIAN: Senior person responsible for developing and managing reference materials and assisting users in researching problems, conducting bibliographic searches, etc.

204.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.1 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

208.1 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

209.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

210.0-242.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

ADMINISTRATIVE

301.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.1 DIRECTOR, HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.2 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

303.1 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary-operations.

304.0 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.0 and 303.0.

305.0 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

305.1 ASSOCIATE GENERAL COUNSEL: The second senior administrative official responsible for advising the institution on its legal rights.

306.0 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.1 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.2 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.3 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.4 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a *nonunion* setting.

306.5 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.6 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.7 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

306.8 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.1 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.0 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.0 and 307.0.

309.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.

309.1 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.2 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.3 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgement. Position involves no programming responsibility.

309.4 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

309.5 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgement.

309.6 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

310.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.1 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

311.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

312.0 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.1 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.2 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.3 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.4 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.5 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.6 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.0 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.1 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.0 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.1 STAFF ACCOUNTANT - (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

314.2 STAFF ACCOUNTANT - (Lowest Level): Responsible for maintaining, auditing, inspecting, and reporting *routine* financial records of the institution.

315.0 BURSAR: Custodian of institutional funds.

315.1 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.1 ASSOCIATE DIRECTOR, PURCHASING: The second senior administrative official responsible for central purchasing operations for the institution.

317.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.1 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.1 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units, directs campus vehicle traffic and parking; organizes security programs and training as needed.

321.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.0 is the same official as 202.0, please ignore 322.0).

322.1 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.2 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

EXTERNAL AFFAIRS

401.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.1 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.2 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.3 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.4 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.1 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.0 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.0 and 402.0.

404.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.0 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.0 and 404.0.

406.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.")

408.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.0 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.1 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.2 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and public ity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union relationships with student organizations, and related functions.

502.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.1 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.2 ASSISTANT DIRECTOR, ADMISSIONS: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g. recruiting, records).

503.0 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 503.0 and 504.0.

504.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

504.1 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.2 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.0 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.0 and 506.0.

506.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.1 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.1 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

508.1 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.2 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.3 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

508.4 HOUSING OFFICER/FAMILY HOUSING: Responsible for direction of married students or family housing facilities and programs.

509.0 DIRECTOR, HOUSING AND FOOD SERVICE: This position combines the major duties and responsibilities as defined in 508.0 and 507.0.

510.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.1 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

511.2 STUDENT UNION BUSINESS MANAGER: Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.

512.0 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.1 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.0 CHAPLAIN: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.0 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.0 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.0 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE TO:

CUPA SURVEYS
P.O. BOX 1
PITTSBURGH, PA 15213

SURVEY DUE SEPTEMBER 30, 1987

A. FICE CODE _____

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by September 30, to:** CUPA SURVEYS, P.O. BOX L, Pittsburgh, Pa. 15213. If you have questions, call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESS

Name of Institution _____

Address of Institution _____ City/State/Zip _____

Respondent _____ Title _____ Telephone _____

2. CLASSIFICATION (check one)

a. _____ 2 Year College
b. _____ 2 Year Technical Institute
c. _____ 4 Year College
d. _____ University
e. _____ Law School
f. _____ Medical School or Center
g. _____ Theological Seminary
h. _____ Other (please note below)

_____

3. SOURCE OF SUPPORT (check one)

a. _____ Public
b. _____ Private, religious group affiliated
c. _____ Private, independent

4. STRUCTURE

a. _____ A single institution
b. _____ An administrative office of a system
c. _____ A main campus heading a system
d. _____ A campus within a system

5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with systemwide figures. If you checked either "a main campus heading a system" or "a campus within a system," supply individual campus figures.

a. _____ Total full-time equivalent ENROLLMENT

b. _____ Total full-time equivalent FACULTY

c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. _____ Total 1987-88 BUDGET (Budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check below)

	YES	NO
Is your institution a member of CUPA?	____	____
Would you like to know more about CUPA and its services to members?	____	____

1987-88
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). We welcome your comments but please attach them on a separate sheet of paper.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
Executive						
101.0 Chief Executive Officer System/District/MultiCampus Operation (President/Chancellor)				I O	M F	Y N
101.1 Assistant to the President of a System/District/MultiCampus Operation				I O	M F	Y N
102.0 Chief Executive Officer of a Single Institution (President/Chancellor)				I O	M F	Y N
102.1 Assistant to the President/Single Institution				I O	M F	Y N
103.0 Executive Vice President				I O	M F	Y N
Academic						
201.0 Chief Academic Officer				I O	M F	Y N
201.1 Director, Conferences				I O	M F	Y N
202.0 Chief Health Professions Officer				I O	M F	Y N
203.0 Director, Library Services				I O	M F	Y N
203.1 Circulation Librarian				I O	M F	Y N
203.2 Acquisitions Librarian				I O	M F	Y N
203.3 Technical Services Librarian				I O	M F	Y N
203.4 Public Services Librarian				I O	M F	Y N
203.5 Reference Librarian				I O	M F	Y N
204.0 Director, Institutional Research				I O	M F	Y N
204.1 Associate Director, Institutional Research				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
205.0 Director, Educational Media Services				I O	M F	Y N
206.0 Director, Learning Resources Center				I O	M F	Y N
207.0 Director, International Studies Education				I O	M F	Y N
208.0 Director, Computer Center Operations/Academic				I O	M F	Y N
208.1 Associate Director, Computer Center Operations/Academic				I O	M F	Y N
209.0 Administrator, Grants and Contracts				I O	M F	Y N
DEANS						
210.0 Architecture				I O	M F	Y N
211.0 Agriculture				I O	M F	Y N
212.0 Arts and Letters				I O	M F	Y N
213.0 Arts and Sciences				I O	M F	Y N
214.0 Business				I O	M F	Y N
215.0 Communications				I O	M F	Y N
216.0 Continuing Education				I O	M F	Y N
217.0 Dentistry				I O	M F	Y N
218.0 Education				I O	M F	Y N
219.0 Engineering				I O	M F	Y N
220.0 Experimental Programs				I O	M F	Y N
221.0 Extension				I O	M F	Y N
222.0 Fine Arts				I O	M F	Y N
223.0 Graduate Programs				I O	M F	Y N
224.0 Health-Related Professions				I O	M F	Y N
225.0 Home Economics				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
226.0 Humanities				I O	M F	Y N
227.0 Instruction				I O	M F	Y N
228.0 Law				I O	M F	Y N
229.0 Library and Information Sciences				I O	M F	Y N
230.0 Mathematics				I O	M F	Y N
231.0 Medicine				I O	M F	Y N
232.0 Music				I O	M F	Y N
233.0 Nursing				I O	M F	Y N
234.0 Occupational Studies/Vocational Education/Technology				I O	M F	Y N
235.0 Pharmacy				I O	M F	Y N
236.0 Public Health				I O	M F	Y N
237.0 Sciences				I O	M F	Y N
238.0 Social Sciences				I O	M F	Y N
239.0 Social Work				I O	M F	Y N
240.0 Special Programs				I O	M F	Y N
241.0 Undergraduate Programs				I O	M F	Y N
242.0 Veterinary Medicine				I O	M F	Y N
Administrative						
301.0 Chief Business Officer				I O	M F	Y N
301.1 Director, Health and Safety				I O	M F	Y N
301.2 Director, Telecommunications				I O	M F	Y N
302.0 Chief Planning Officer				I O	M F	Y N
303.0 Chief Budgeting Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
303.1 Associate Budget Director				I O	M F	Y N
304.0 Chief Planning and Budget Officer				I O	M F	Y N
305.0 General Counsel				I O	M F	Y N
305.1 Associate General Counsel				I O	M F	Y N
306.0 Chief Personnel/Human Resources Officer				I O	M F	Y N
306.1 Associate Director, Personnel/Human Resources				I O	M F	Y N
306.2 Manager, Benefits				I O	M F	Y N
306.3 Manager, Training and Development				I O	M F	Y N
306.4 Manager, Employee Relations				I O	M F	Y N
306.5 Manager, Labor Relations				I O	M F	Y N
306.6 Manager, Employment				I O	M F	Y N
306.7 Manager, Wage and Salary/Manager, Compensation				I O	M F	Y N
306.8 Manager, Personnel Information Systems				I O	M F	Y N
307.0 Director, Affirmative Action/Equal Employment				I O	M F	Y N
307.1 Associate Director, Affirmative Action/Equal Employment				I O	M F	Y N
308.0 Director, Personnel and Affirmative Action				I O	M F	Y N
309.0 Director, Computer Center				I O	M F	Y N
309.1 Associate Director, Computer Center				I O	M F	Y N
309.2 Data Base Administrator				I O	M F	Y N
309.3 Systems Analyst I (highest level)				I O	M F	Y N
309.4 Systems Analyst II (lowest level)				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)		Minority Yes/No (circle one)	
					M	F	Y	N
309.5 Programmer Analyst I (highest level)				I O	M	F	Y	N
309.6 Programmer Analyst II (lowest level)				I O	M	F	Y	N
310.0 Director, Computer Center Operations/Administrative				I O	M	F	Y	N
310.1 Associate Director, Computer Center Operations/ Administrative				I O	M	F	Y	N
311.0 Director, Information Systems				I O	M	F	Y	N
312.0 Chief, Physical Plant/Facilities Management Officer				I O	M	F	Y	N
312.1 Associate Director, Physical Plant/Facilities Management				I O	M	F	Y	N
312.2 Manager, Landscape and Grounds				I O	M	F	Y	N
312.3 Manager, Building Maintenance Trades				I O	M	F	Y	N
312.4 Manager, Technical Trades				I O	M	F	Y	N
312.5 Manager, Custodial Services				I O	M	F	Y	N
312.6 Manager, Power Plant				I O	M	F	Y	N
313.0 Comptroller				I O	M	F	Y	N
313.1 Manager, Payroll				I O	M	F	Y	N
314.0 Director, Accounting				I O	M	F	Y	N
314.1 Staff Accountant (highest level)				I O	M	F	Y	N
314.2 Staff Accountant (lowest level)				I O	M	F	Y	N
315.0 Bursar				I O	M	F	Y	N
315.1 Associate Bursar				I O	M	F	Y	N
316.0 Director, Purchasing				I O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
316.1 Associate Director, Purchasing				I O	M F	Y N
317.0 Director, Bookstore				I O	M F	Y N
317.1 Associate Director, Bookstore				I O	M F	Y N
318.0 Director, Internal Audit				I O	M F	Y N
319.0 Director, Auxiliary Services				I O	M F	Y N
319.1 Manager, Mail Services				I O	M F	Y N
320.0 Director, Campus Security				I O	M F	Y N
321.0 Director, Risk Management and Insurance				I O	M F	Y N
322.0 Administrator, Hospital Medical Center				I O	M F	Y N
322.1 Director, Medical Center Public Relations/Affairs				I O	M F	Y N
322.2 Director, Medical Center Personnel				I O	M F	Y N
External Affairs						
401.0 Chief Development Officer				I O	M F	Y N
401.1 Director, Annual Giving				I O	M F	Y N
401.2 Director, Corporate/ Foundation Relations				I O	M F	Y N
401.3 Coordinator, Resource Development				I O	M F	Y N
401.4 Director, Estate Planning				I O	M F	Y N
402.0 Chief Public Relations Officer				I O	M F	Y N
402.1 Director, Governmental/ Legislative Relations				I O	M F	Y N
403.0 Chief Development and Public Relations Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
404.0 Director, Alumni Affairs				I O	M F	Y N
405.0 Director, Development and Alumni Affairs				I O	M F	Y N
406.0 Director, Special and Deferred Gifts				I O	M F	Y N
407.0 Director, Church Relations				I O	M F	Y N
408.0 Director, Community Services				I O	M F	Y N
409.0 Director, Publications				I O	M F	Y N
409.1 Associate Director, Publications				I O	M F	Y N
409.2 Manager, Printing Services				I O	M F	Y N
410.0 Director, Information Office				I O	M F	Y N
411.0 Director, News Bureau				I O	M F	Y N
Student Services						
501.0 Chief Student Affairs Officer				I O	M F	Y N
502.0 Director, Admissions				I O	M F	Y N
502.1 Associate Director, Admissions				I O	M F	Y N
502.2 Assistant Director, Admissions				I O	M F	Y N
503.0 Director, Admissions and Registrar				I O	M F	Y N
504.0 Registrar				I O	M F	Y N
504.1 Associate Registrar				I O	M F	Y N
504.2 Assistant Registrar				I O	M F	Y N
505.0 Director, Admissions and Financial Aid				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
506.0 Director, Student Financial Aid				I O	M F	Y N
506.1 Associate Director, Student Financial Aid				I O	M F	Y N
507.0 Director, Food Services				I O	M F	Y N
507.1 Associate Director, Food Services				I O	M F	Y N
508.0 Director, Student Housing				I O	M F	Y N
508.1 Associate Director, Student Housing				I O	M F	Y N
508.2 Housing Officer/Administrative Operations				I O	M F	Y N
508.3 Housing Officer/Residence Life				I O	M F	Y N
508.4 Housing Officer/Family Housing				I O	M F	Y N
509.0 Director, Housing and Food Service				I O	M F	Y N
510.0 Director, Foreign Students				I O	M F	Y N
511.0 Director, Student Union				I O	M F	Y N
511.1 Associate Director, Student Union				I O	M F	Y N
511.2 Student Union Business Manager				I O	M F	Y N
512.0 Director, Student Activities				I O	M F	Y N
513.0 Director, Student Placement				I O	M F	Y N
514.0 Director, Student Counseling				I O	M F	Y N
514.1 Associate Director, Student Counseling				I O	M F	Y N
515.0 Director, Student Health Services (Physician Administrator)				I O	M F	Y N
516.0 Director, Student Health Services (Nurse Administrator)				I O	M F	Y N
517.0 Chaplain				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex (Male/Fem. (circle one))	Minority (Yes/No (circle one))
518.0 Director, Athletics				I O	M F	Y N
519.0 Director, Sports Information				I O	M F	Y N
520.0 Director, Athletics/Men				I O	M F	Y N
521.0 Director, Athletics/Women				I O	M F	Y N
522.0 Director, Campus Recreation/Intramurals				I O	M F	Y N
				I O	M F	Y N
				I O	M F	Y N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY SEPTEMBER 30, 1987 TO:

CUPA SURVEYS
P.O. BOX 1
PITTSBURGH, PA 15213

SPECIAL STUDY ORDER FORM

CUPA ADMINISTRATIVE COMPENSATION SURVEY

Please read through entire form before filling it out. Print or type all information. Please use a *SEPARATE FORM* for each report you order. All requests for Special Studies should be sent to CUPA, 1233 Twentieth St. N.W., Suite 503, Washington, DC 20036. Normally, reports will be received by the requesting institution within 10 days after the CUPA national office receives request and payment. If you have any questions, contact Martha Provenzano at (202) 429-0311.

Fees for standard studies are $200 for CUPA members that participated in the 1987–88 survey; $275 for CUPA members that did *not* participate and for nonmembers that *did* participate; and $350 for nonmembers that did not participate. Comparative studies are $75 each. Fees for studies not listed above are negotiable with CUPA on a case-by-case basis.

Name _____ Title _____

Institution _____ Phone ( ) _____

Mailing Address _____

City, State, Zip _____

Did your institution participate in the 1987–88 Survey? ☐ Yes ☐ No

Is your institution a member of CUPA? ☐ Yes ☐ No

Have you ever ordered a Special Study before? ☐ Yes ☐ No

Do you want data from: (Check one) ☐ 1987–88 Survey ☐ 1986–87 Survey ☐ 1985–86 Survey ☐ 1984–85 Survey ☐ 1983–84 Survey ☐ 1982–83 Survey ☐ 1981–82 Survey ☐ 1980–81 Survey

One data base includes both primary and secondary positions. (Secondary position data is not available before 1984–85.)

Types of Data Displays (Check one only) and Comparison Displays (Check number desired)

_____ 1. Median Salary Display with Interquartile Data (See Table 1)
_____ 2. Median Years-of-Service Display With Interquartile Data (same display format as Table 1, but includes years-of-service data *only*)
_____ 3. Minority/Nonminority *Comparison Display* (see Table 60 and Table 61)*
_____ 4. Internal/External Hire *Comparison Display* (see Table 58 and Table 59)*
_____ 5. Male/Female *Comparison Display* (see Table 62 and Table 63)*

*NOTE: A comparison display may be ordered with a Type No. 1 or Type No. 2 data display for an additional $75.00 each.

_____ 6. Distribution of Salaries Display (see Table 71)
_____ 7. Percent of CEO Salary Display
_____ 8. Reporting Relationship Frequency Display and Histogram
_____ 9. Listing of Individual Salaries By Position

* *

If you wish to receive data displays based on general institutional characteristics only, complete **Section I**. If you wish to specify a list of institutions only, complete **Section II**. DO NOT COMPLETE BOTH SECTIONS unless you want to base your search on both an institutional list and a characteristics list.

Section I

Answer only those questions which pertain to your request—you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)

A. ☐ A single institution
B. ☐ An administrative office of a system
C. ☐ A main campus of a system
D. ☐ A campus within a system

2. CLASSIFICATION (Check as many as desired)

A. ☐ 2 Year College
B. ☐ 2 Year Technical Institute
C. ☐ 4 Year College
D. ☐ University
E. ☐ Law School
F. ☐ Medical School or Center
G. ☐ Theological Seminary

3. SOURCE OF SUPPORT (Check as many as desired)

A. ☐ Public
B. ☐ Private, religious group affiliated
C. ☐ Private, independent

4. EDUCATION AND GENERAL BUDGET (Specify number OR range)

A. Less than $_____
B. More than $_____
C. Between $_____ and $_____

5. FTE ENROLLMENT (Specify number OR range)

A. Less than _____
B. More than _____
C. Between _____ and _____

6. FTE FACULTY (Specify number OR range)

A. Less than _____
B. More than _____
C. Between _____ and _____

7. GEOGRAPHIC AREA

States (Please do not abbreviate)

_____

_____

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1987–88 Ad Comp Survey. Please see Appendix A, "Responding Institutions," to insure that the desired institutions participated. To maintain confidentiality of the data please choose 10 or more institutions and list the institutional name, campus (if applicable), city/state and the FICE Code. (Attach additional sheets if necessary.) Your institution's data will be included *only* if specifically requested. If you wish to receive data from a prior survey, check the "Responding Institutions" section of the Survey Report for that year to confirm participation.

_____

_____

_____

_____

_____

Mail this form and a check payable to **CUPA, 1233 Twentieth St. N.W., Suite 503, Washington DC 20036**. Please use a *separate form* for each study desired.

CUPA ADMINISTRATIVE COMPENSATION SURVEY
SALARY COMPARISON WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the primary and/or secondary survey groups. Positions to be compared should be listed in the appropriate Job Family Group along with the corresponding 1987–88 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and type of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 Twentieth St. N.W., Suite 503, Washington, D.C. 20036.

I. Executive

Pos. No.	Title	87–88 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total:			

II. Academic

Pos. No.	Title	87–88 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total:			

III. Administrative

Pos. No.	Title	87–88 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total:			

IV. External Affairs

Pos. No.	Title	87–88 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total:			

V. Student Services

Pos. No.	Title	87–88 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total:			
	Overall Total:			

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